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YOUTH IN THE LABOR MARKET; A REPORT ON THE CHARACTERISTICS OF HIGH SCHOOL GRADUATES OF THE CLASS OF 1962 IN WASHINGTON STATE AND THEIR WORK EXPERIENCE FROM JUNE 1962 THRU MAY 1964 AND A CASE STUDY OF DROPOUT RESPONSE.

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To examine the problems of youth in the labor market, questionnaires concerning employment history for the 2-year period following high school were mailed to 4,738 randomly selected former students from purposively selected representative high schools in Washington. A 60 percent return from 1962 graduates indicated: (1) The highest percentage of employment occurred during summer months, (2) The unemployment rate for nonstudents was 14.7 percent, (3) Married youth were less apt to attend post-high school training programs, (4) 60 percent of the graduates entered and 47 percent remained in post-high school educational programs, (5) Lack of experience and age caused difficulty in finding work, (6) Males earned substantially more than females, (7) Earnings were highest in unskilled occupations, (8) Manufacturing employed the most males and services the most females, (9) The high school course pattern was not significant, and (10) Most of the graduates were willing to undergo additional job training. A 27 percent return for the dropouts revealed: (1) A higher percentage were married, (2) 50 percent were in the labor force, (3) Over one-third were in the armed forces, (4) Unemployment varied from 29 to 45 percent, and (5) Wages were lower. (DM)

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Youth in the Labor Market

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STATE OF WASHINGTON
EMPLOYMENT SECURITY DEPARTMENT
RESEARCH AND STATISTICS SECTION
OLYMPIA, WASHINGTON MAY 1965

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STATE OF WASHINGTON
EMPLOYMENT SECURITY DEPARTMENT

DANIEL J. EVANS
Governor

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YOUTH IN THE LABOR MARKET.

A Report on the Characteristics of High School Graduates of the Class of 1962 in Washington State and Their Work Experience From June 1962 Thru May 1964

and

A Case Study of Dropout Response

Prepared by
Research and Statistics Section

February 1965

F O R E W O R D

This report on the characteristics of the youth in the labor market was prepared in the Research and Statistics Section of the Employment Security Department under the direction of Paul W. Wiseman, Chief of Research and Statistics. The pertinent facts in this study should serve as a basis for evaluating the problems and progress of the young person entering the labor market. It is hoped that the report will provide much needed information on the work experience of the young worker and should be of particular interest to school counselors and employment counselors.

The study plans were developed by Leo Neuschwander and the report was prepared by Gary Holman. The cooperation and effort of local office personnel, of the Data Processing Unit, and the members of the Research and Statistics Section have helped to make the study possible.

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1/ This list is as of May 1964.

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INTRODUCTION

The United States' growing, dynamic economy, unparalleled in its achievement, is not an unqualified blessing. The nature of a country's economic growth requires adjustments that are always difficult and sometimes painful for many of its citizens. One group which perennially endures these burdens is the youth who are just entering the labor market.

Growth implies change. Increased specialization of labor is an inevitable precursor of economic progress. Greater specialization, in turn, involves a continually increasing level of skills. More education and training are essential as advancing technology eliminates those unskilled jobs which permitted greater ease of entry into the labor force. To the extent that this fact is ignored by youth, to the extent that they curtail their education for whatever short-lived reasons--their problems multiply, and they have only begun.

Besides problems of change there are problems of sheer size. The proportion of youth in the labor force is steadily increasing. With the imminent arrival into the labor market of the now-grown, post-World War II babies, jobs must be created at a rate never approached before. If the economy fails to provide these jobs, the consequences are ominous when a larger number of youth compete for a smaller number of increasingly more skilled jobs.

Special groups of youth have still more obstacles with which to contend. Those who go on to college often need part-time work during school or summer work to provide the funds to continue their education. There is evidence that finding such work is becoming more difficult. Often, for example, students would find employment as agricultural workers, but even here the pervasive impact of technology is allowing more machines and fewer hands to do the work. When more education is the urgent need, the implications of this development are serious.

Women often suffer from the consequences of an education cut short by an early marriage. No employment problems usually arise at first because of family responsibilities. Later, though, they may want work to supplement family income or need work if they become divorced or widowed. Here is where insufficient education can be a serious handicap.

It is the purpose of this study to inquire more deeply into these problems of youth in the labor market. The employment history of high school graduates and dropouts two years out of school will be described, with emphasis on what other training they have had; what type of work they have been doing, in what industries, and at what wage; the difficulties they have had finding work; and what types of training they feel would be useful in bettering their situation. It is hoped that the effect will be to give second thoughts to those who feel that further time spent in school would be a waste. There is no limit to the data which can be cited to prove that lifetime income rises substantially with additional years of education. Unfortunately this seems to fall on uninterested ears. In this report the testimony of youths who have recently experienced the problems of beginning a life of work may be more convincing, so let the youths speak for themselves.

* * * * * *

This survey was based on questionnaires sent to 4,738 former students who graduated with the class of 1962 or dropped out of school during the 1961-62 school year. Lists of graduates and dropouts, with their last known addresses, were obtained from 14 representative high schools in the state. These gave a sample of about 12 percent of the statewide total of graduates and dropouts.

The questionnaire, which was mailed in June of 1964, covered the work experience of the youths since graduation and their current social and economic status. Replies were received from 55 percent of the addressees, but with a higher rate of response from graduates than dropouts.

Because of the low rate of return on an already relatively small group, data on dropouts could not be realistically compared with those for graduates. A separate section, "A Case Study of Dropout Response," utilizing the data collected by the survey is appended to the survey of graduates. Strict comparisons of data between graduates and dropouts should be made with caution, but some broad generalizations can be made where data on the dropouts deviate significantly from those on graduates.

PERSONAL CHARACTERISTICS OF THE SURVEYED GRADUATES

Before discussing the employment problems of the graduates in the labor market, a very brief look at some of their personal characteristics may be useful. Of the boys, 87 percent were unmarried and 13 percent were married as of June 1964. Of the girls, 69 percent were unmarried and 31 percent were married. Ninety percent of the youths were born in either 1943 or 1944. More detailed data on these and other characteristics are found in the Appendix, Table 1.

Fifty-four percent of the single males and 40 percent of the single females reported that they were self-supporting. But, of both sexes, those who were not self-supporting were largely college students. Only about 10 percent of the single males were living away from home (excluding those in the service), but nearly 24 percent of the single girls were living away from home. Both of these percentages, being as low as they are, indicate that the majority of those attending school were attending a school near their home.

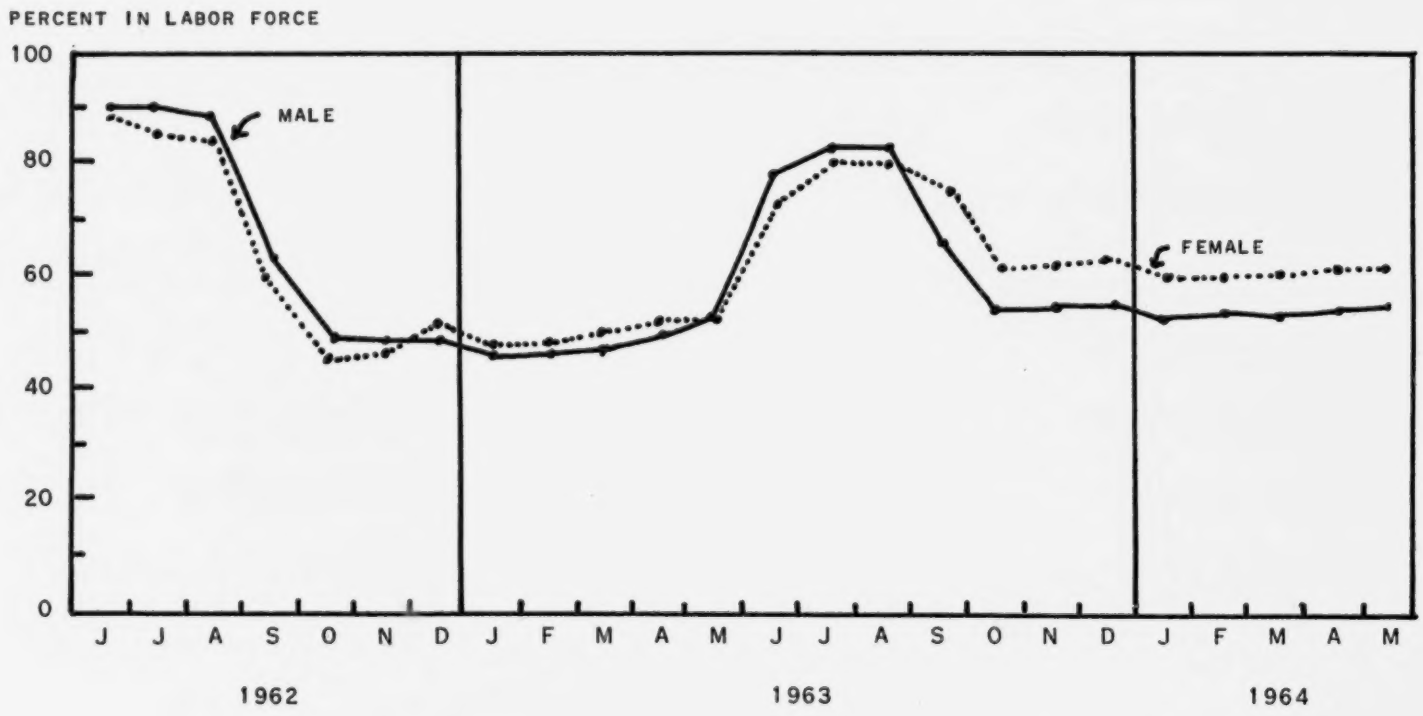
As expected, the majority of those married did not live with their parents--in fact, surprisingly few did live with their parents. Only a few (6) married males were not self-supporting but most of the married women were not self-supporting. By definition, many women who did work were not considered to be wholly self-supporting. More than a third of the married men reported more than one dependent. For women, the number of dependents was small, since children were listed as dependents of the head of family--usually the husband.

LABOR FORCE STATUS JUNE 1962 - MAY 1964

Each youth was asked to give in detail his labor force status for each month during the period June 1962 to May 1964. These job histories yield information on participation in the labor force and on unemployment rates by sex, marital status, and graduation status. 1/ Chart I below gives the percent of youth in the labor force, by sex for each month of the two-year period.

CHART I

LABOR FORCE PARTICIPATION RATES OF GRADUATES
BY SEX, BY MONTH, JUNE 1962 THROUGH MAY 1964



1/ Complete data on labor force histories and detailed tables on labor force participation rates and unemployment rates are found in the Appendix, Table 2. The definition of "labor force" includes all full- and part-time workers whether or not in school at the time and also the number of unemployed. Military personnel are excluded. The participation rate means the number of students in the study who meet the labor force definition divided by the total of students in study.

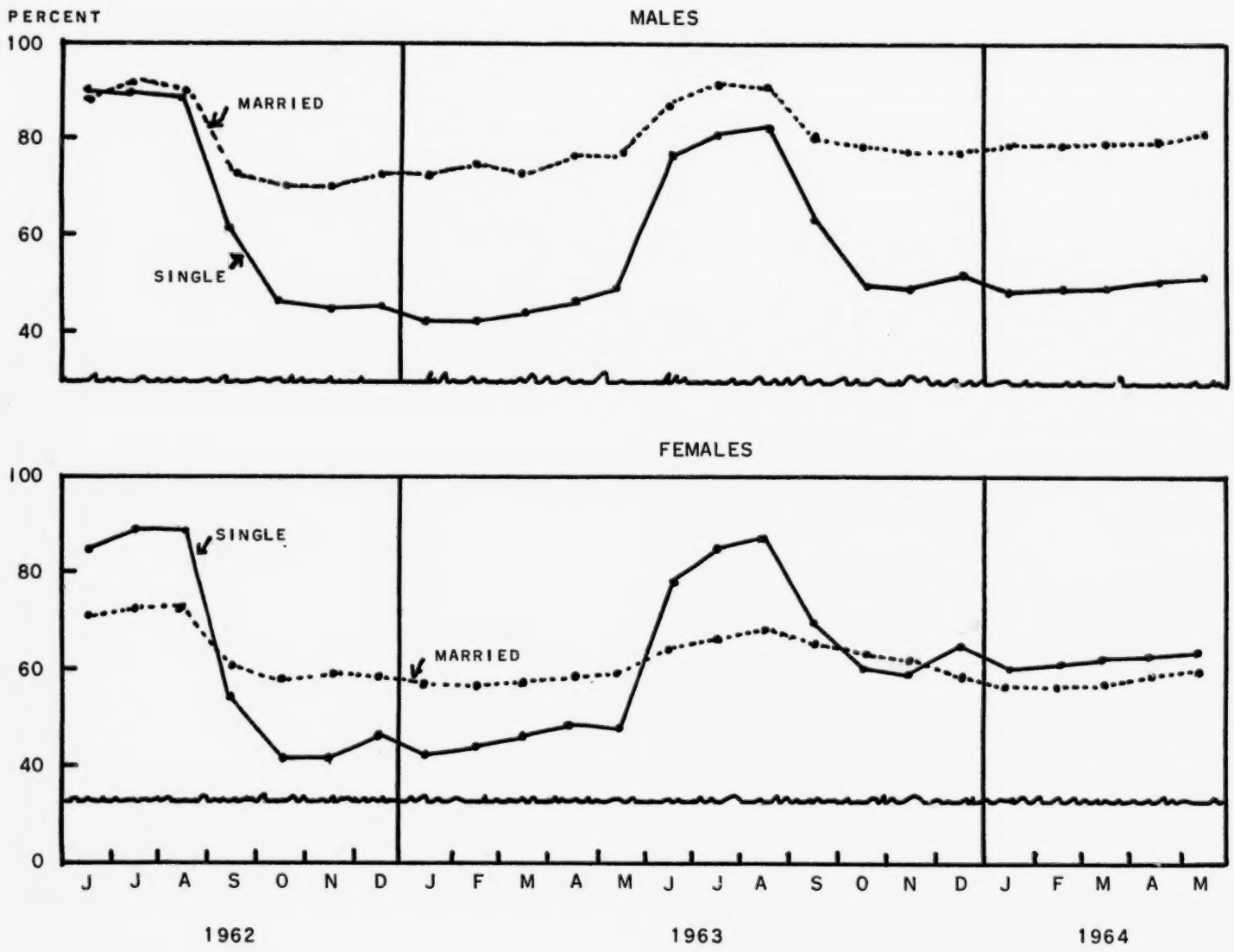
As would be expected, the participation rate for both males and females increased with time, meaning simply that eventually more youth entered the labor market, and the number attending school decreased. (Table 2, Appendix.) Partially offsetting these trends was the gradually increasing number who entered the armed services and were no longer in the civilian labor force. (See Table 3 in Appendix.)

The highest participation rates were reported by graduates during the summer months, reflecting the large number looking for temporary work between periods of schooling. The participation rates for male and female graduates differed little during most of the first half of the period covered by the survey, both showing a general upward trend. But by the end of the period the rate for female graduates had increased slightly faster than it did for male graduates. This was due to a number of factors: the increasing number of men entering the armed forces; the higher proportion of women than men discontinuing advanced schooling; and the increasing proportion of women in school who were working.

A comparison of participation rates on the basis of marital status is not entirely valid since marital status was as of the date of the survey (June 1964). Many of those married at that time were not married throughout the two-year period of the survey. Chart II on the following page shows the percent in the labor force each month from June 1962 through May 1964. If we assume that relatively few of the males were married before the end of 1962, their significantly higher participation rate is striking during those months. It is possible that the very fact that they are in the labor force encourages them to become married. (See Chart II next page) The rates for single males and females showed a typical summer peak since a higher proportion of the unmarried were attending school.

CHART II

LABOR FORCE PARTICIPATION RATES, BY MARITAL STATUS
BY SEX, BY MONTH, JUNE 1962 THROUGH MAY 1964



UNEMPLOYMENT OF GRADUATES

The uphill struggle of the new entrants into the labor force is unmistakably evident in the data on the unemployment of the graduates. Of the graduates in the labor force, excluding those in school, 24.0 percent were unemployed the first month after graduation at the same time the statewide rate was 4.9 percent. Throughout the period of the study the jobless rate for the recent graduates was substantially higher. Two years after graduation the rate of unemployment for the nonstudents was 14.7 percent and, while this represented considerable improvement, it was still far above the statewide rate of 5.7 percent in May of 1962.

Furthermore, there was a sizable proportion of the graduate nonstudents who were able to find only part-time work--21.6 percent in June 1962. But by May 1963, this figure had dropped to 10.8 percent, which would emphasize the importance of part-time work as a means of developing experience.

NOTE: The term part-time work for the purpose of this study means working less than 15 hours per week. The United States Department of Labor defines part-time work as less than full-time for the industry. Those working less than 15 hours are counted as employed. For the sake of consistency, those in this study working less than 15 hours are also counted as employed but, to the youth, less than 15 hours work a week approaches unemployment. Therefore, the percent working less than 15 hours a week is shown separately, giving a significant measure of the work progress of the youth. Similar data are not available on a statewide basis, but the monthly report on the labor force, published by the United States Department of Labor, reports figures for the nation. During the period of this study the national percentage working less than 15 hours a week ranged from 5.0 to 6.8 percent.

Table 4 (Appendix) shows rates of unemployment for nonstudent graduates. This concept was felt to be a more valid basis for comparison with statewide rates since those who were in school would not be counted as unemployed if they were not working.

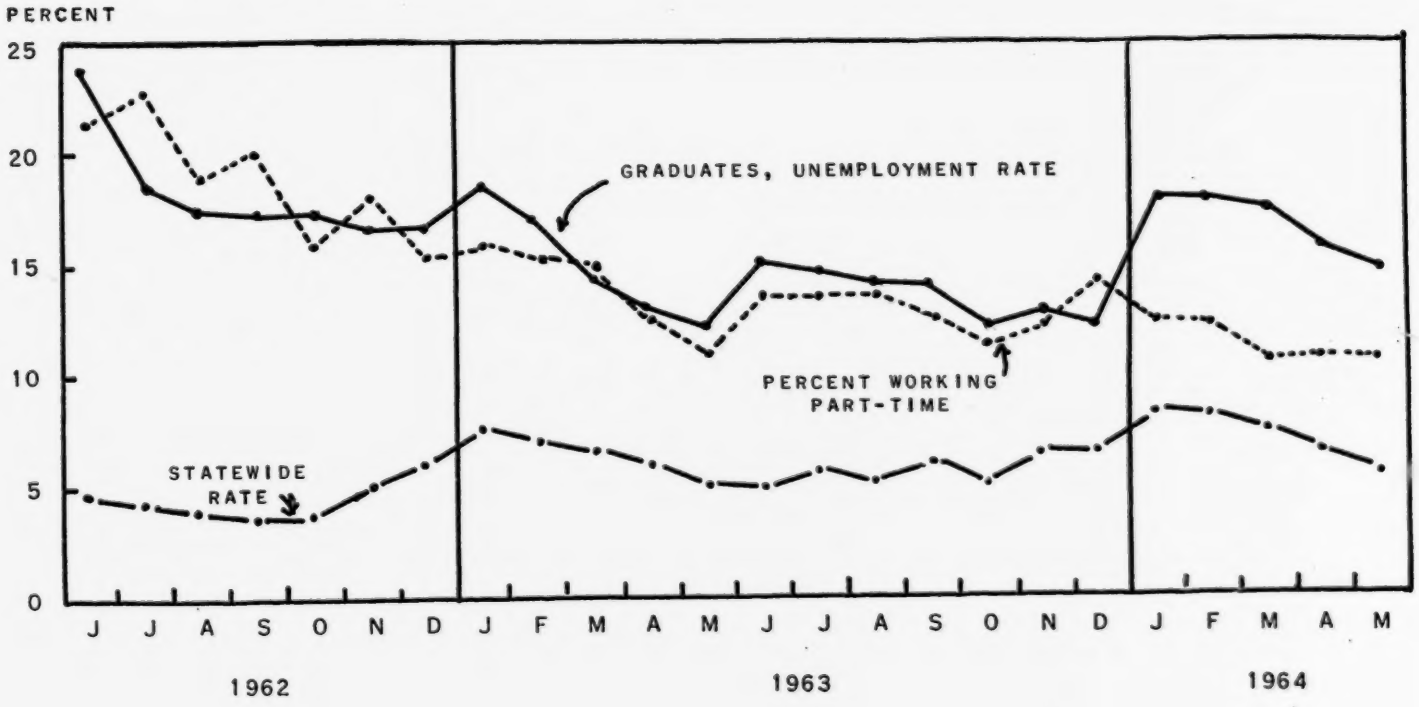
Including those working while in school would bias the data in favor of the count of employed; here we are counting only those in the labor force full-time.

Caution should be used in applying these data to all youth. It should be remembered that this survey covers one group for two years, predominately 18 and 19 year olds in 1962; in the next year, when a year older, the group would be predominately 19 and 20 year olds.

The chart following, as well as Table 5 in the Appendix, presents a slightly different concept of unemployment rates. In the preceding section, only those with a full-time attachment to the labor force were considered, excluding those attending school. This gave a measure that could be compared to the statewide rate of unemployment and was a better measure of the degree of difficulty graduates had in finding work. The following section is based on all who were working or looking for work including those in school. This, therefore, is more nearly a quantitative measure of the number of graduates looking for work.

CHART III

RATES OF UNEMPLOYMENT OF STATE LABOR FORCE AND NONSTUDENT GRADUATES, AND PERCENT OF NONSTUDENTS WORKING PART-TIME 1/ BY MONTH JUNE 1962 - MAY 1964

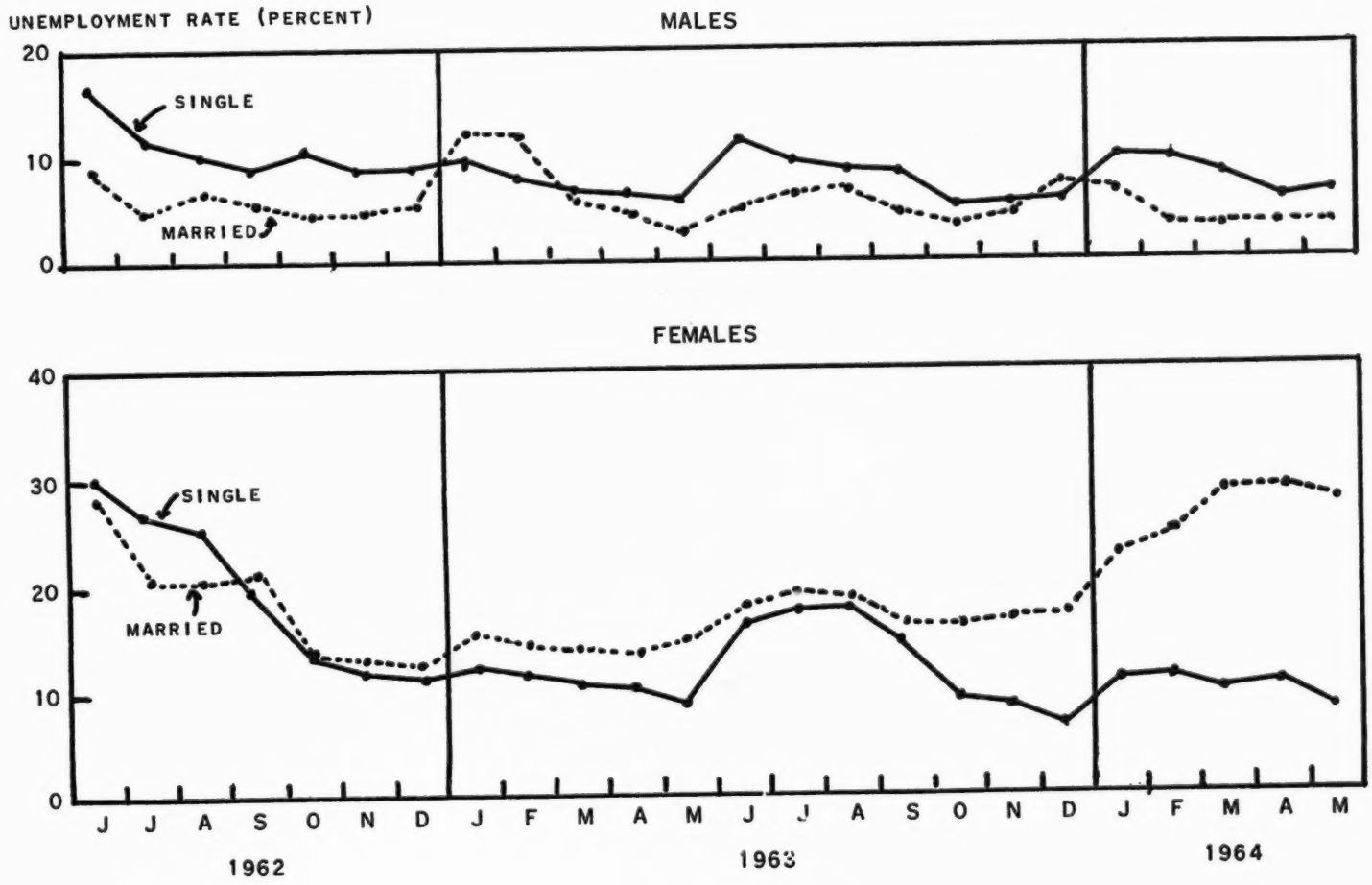


1/ Working less than 15 hours per week.

Males who were married by June 1964 reported generally a lower rate of unemployment than the single group. The pressure of marital responsibility undoubtedly was the major factor in this relationship but not the only factor. The fact that the youth was married would be in itself some advantage in job hunting. At the same time, the youth with steady employment would be more likely to assume the responsibilities of marriage. (See Table 5, Appendix.)

CHART IV

UNEMPLOYMENT RATE, BY MARITAL STATUS AND SEX
BY MONTH, JUNE 1962 THROUGH MAY 1964



The opposite trends hold true for females. The single women, during most of the period, reported significantly lower rates of unemployment than those married by June 1964. The conflict of family responsibilities was no doubt one of the elements in this relationship. However, there were probably some subtle personal differences in these groups which bore on their employability but which could not be probed in a study of this type.

DURATION OF UNEMPLOYMENT OF GRADUATES
UNEMPLOYED AS OF JUNE 15, 1964
(Percentage Distribution)

Duration of Unemployment	Total	Male	Female
Total: Number	412	175	237
Percent	100.0	100.0	100.0
Less Than 5 Weeks	73.8	88.0	63.3
5 to 15 Weeks	10.9	8.0	13.1
15 Weeks or More	15.3	4.0	23.6

Females, as a group, tended to have been unemployed for a longer period of time than males. With a greater variety of jobs open to them, the male graduates undoubtedly had more opportunities for odd jobs which would break into spells of unemployment.

The unemployment rates shown in Tables 4 and 5 of the Appendix may seem high compared with the statewide rate of unemployment. However, these rates can be substantiated by somewhat similar data for the nation as a whole. Data for October 1962 from a report by the U. S. Department of Labor 1/ gave unemployment rates of 14.1 for graduates 16 to 24 years of age when the national rate was 4.6 percent. While these data covered a broader age group and were weighted by the more employable youth over 21, they did bear out the fact that the unemployment rate for youth is at least more than double that for the total population.

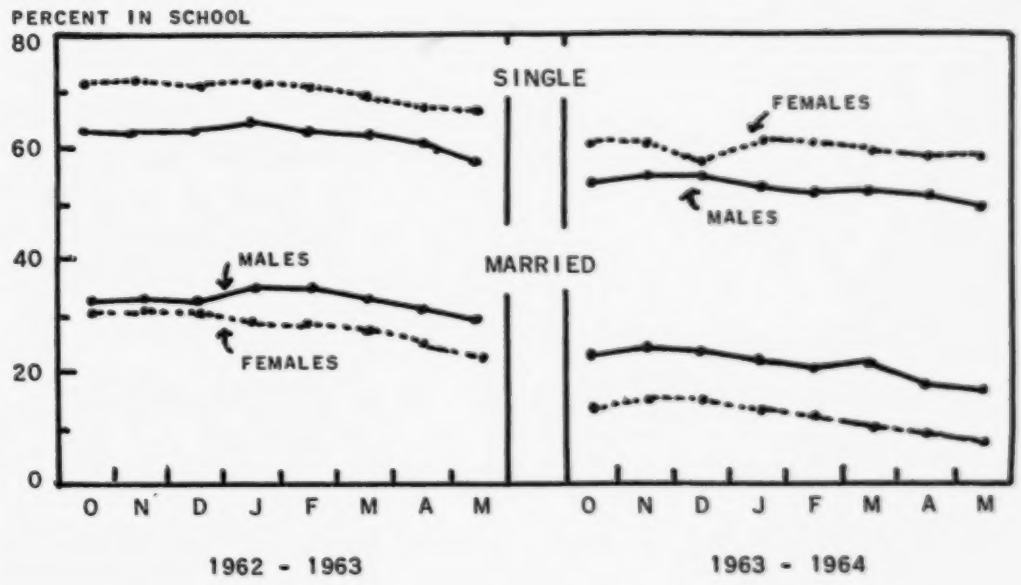
1/ Monthly Labor Review, July 1963, Bureau of Labor Statistics, U. S. Department of Labor.

SCHOOLING AFTER HIGH SCHOOL

There is a significant relationship between marital status and schooling after leaving high school. See Chart V below. There was a sharp decline by the end of two years in the percent of married youths (married as of June 1964) who were attending school, both male and female. The proportion married or eventually married attending school at the beginning of the 1962-1963 year was markedly lower than the proportion of single youths, assuming for males at least, that most of them were married at a later date. But even so, by the end of the 1963-1964 school year--after practically all of the "married" were married--the proportion in school had dropped drastically. For married males the percent in school dropped from 33 percent in October 1962 to only 16 percent in May 1964. For married females the drop was from 31 percent to 8 percent. Even allowing for the lack of accuracy on when the marriages occurred, the evidence indicates that marriage and education are not as compatible as youth in its enthusiasm likes to believe. (See Table 6, Appendix.)

CHART V

PERCENT OF GRADUATES ATTENDING SCHOOL, BY SEX AND MARITAL STATUS BY MONTH, 1962-63 AND 1963-64 SCHOOL YEAR



It is noteworthy that a higher percentage of single girls go on to further schooling than do single boys--72 percent and 63 percent, respectively, as of October 1962. The dropout rate is slightly higher among girls, since by May 1964 the proportion of single girls dropped 16 percentage points, whereas for boys it dropped only 9 percentage points.

However, this divergence did not follow for college students. A comparison based only on those who reported having completed one year or more of college showed little difference between boys and girls in terms of dropping out of post-high school education.

In surveying the labor force status of each respondent by month, no differentiation was made between academic college and other education beyond the secondary level such as business colleges, technical schools, etc. But some measure of college attendance can be obtained by using labor force status information provided by those who attended college for at least one year. Here we presume that the number who may have attended college and other types of school at some time was only nominal.

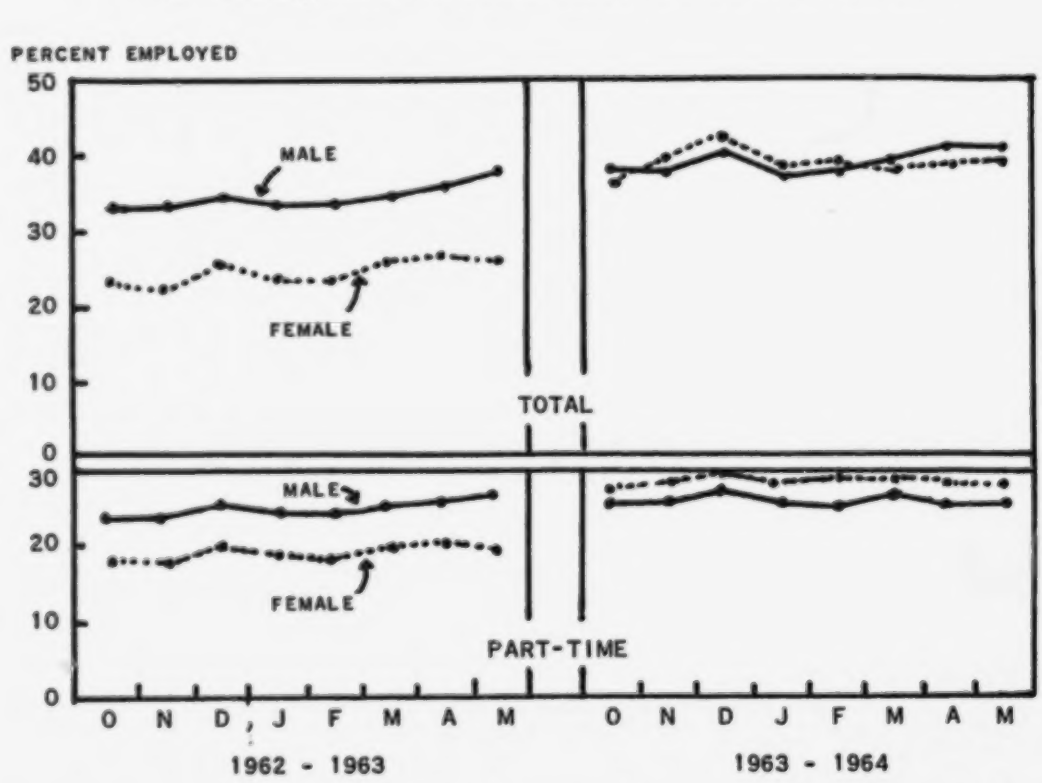
More boys attended college in the above sense--54 percent of the male graduates were in school in October 1962 compared with 49 percent for girls. But two years later 47 percent of the boys and 40 percent of the girls were still in school (presumably in college). It appears that the higher rate of post-high school "dropouts" among girls attending all types of schools may be due more to the fact that many girls who attend schools such as business or beauty schools drop out or have finished their course in less than two years. In October 1962, 666 boys were in any type of school; 608 of these were "college" students in the context mentioned above. Of the girls, 677 were in school, but only 553 were "college" students. The difference between these figures gives some indication of the number attending "noncollege" schools. See Table 6b, Appendix.

For all males and all females the school attendance rates in October 1962 were about equal: 59 percent for boys and 60 percent for girls. But, by May 1964, 50 percent of the boys were in school compared with 43 percent of the girls.

The extent to which youths in school also participate in the labor force is important since this can be their primary or at least supplementary source of income for continuing their education. Chart VI below shows what proportion of those in school also worked full or part time. It does not indicate the exact proportion in the labor force, since information on the unemployed in school is omitted.

CHART VI

PERCENT EMPLOYED WHILE ATTENDING SCHOOL, BY SEX
BY MONTH, 1962-63 AND 1963-64 SCHOOL YEARS



Data on employed students would show peaks in the summer months which are not very significant because relatively few youth attend school in the summer. Therefore, data for the summer months have been omitted from Charts V and VI. The small peaks

for December of both years indicate the seasonal demand for Christmas-rush workers. During the school year, the patterns are of great importance. For the first school year (October 1962-May 1963) an average of 24 percent of the girls in school were employed. Among boys the average was significantly higher at 35 percent. But during the second school year (October 1963-May 1964) the gap narrows markedly and climbs to a higher level of 39 percent for both boys and girls. (See Table 7, Appendix.)

Note: Since most post-high school classes begin late in September and end early in June, data for those months are omitted in some instances. Many attending school in those months reported employment during the same month.

Each youth was asked whether he had found it difficult to obtain work. The response clearly mirrored the struggle of the recent high school graduate in the labor market. Forty-three percent of the males and 49 percent of the females said they had experienced difficulty in finding work. The following table shows the extent of difficulty in terms of college attendance.

DIFFICULTY OF GRADUATES IN FINDING WORK SINCE LEAVING HIGH SCHOOL
Percent of Respondents

		Total	No College	1 Year College	2 Years College
Males, Total Response:	Number	1,180	458	220	502
	Percent	100.0	100.0	100.0	100.0
Did Not Look for Work		5.9	14.0	1.4	0.6
Looked for Work		94.1	86.0	98.6	99.4
Looked for Work:	Number	1,110	394	217	499
	Percent	100.0	100.0	100.0	100.0
Had Difficulty		43.3	43.9	42.9	45.3
No Difficulty		55.7	56.1	57.1	54.7
Female, Total Response:	Number	1,228	598	196	434
	Percent	100.0	100.0	100.0	100.0
Did Not Look for Work		4.6	7.5	2.0	2.3
Looked for Work		95.4	92.5	98.0	97.7
Looked for Work:	Number	1,172	554	194	424
	Percent	100.0	100.0	100.0	100.0
Had Difficulty		49.1	45.4	52.0	45.8
No Difficulty		50.9	54.6	48.0	54.2

The high proportion of males with no college who did not look for work largely represented those who entered the armed forces. For male and female graduates who did not go on to college, the difficulty was nearly equal; but it seems to have become increasingly difficult for females with one year of college. Perhaps it is harder for female college students to find temporary summer work such as office work and typing when employers are looking for full-time, permanent workers.

The youths were asked to pinpoint their problems in getting jobs. Many gave more than one response to the question, but they were also asked to identify which was their primary difficulty. The following table shows their responses.

PRIMARY DIFFICULTY OF GRADUATES IN FINDING WORK SINCE LEAVING HIGH SCHOOL
(percent of Total Responding)

		Total	No College	1 Year College	2 Years College
Male, Total Responding:	Number	468	160	91	217
	Percent	100.0	100.0	100.0	100.0
Lack of Experience		43.8	51.9	49.4	35.5
Age		9.2	12.5	11.0	6.0
Unfilled Military Obligation		2.8	6.2	2.2	0.4
Union Membership Requirement		2.6	2.5	4.4	1.8
Permanent Workers Preferred		14.6	0.6	11.0	26.3
Lack of Jobs		18.6	19.4	16.5	18.9
Other		8.4	6.9	5.5	11.1
Female, Total Responding:	Number	566	249	92	226
	Percent	100.0	100.0	100.0	100.0
Lack of Experience		68.6	78.6	77.2	54.0
Age		4.2	6.5	4.3	1.8
Permanent Workers Preferred		13.3	---	10.9	28.8
Lack of Jobs		10.2	10.5	5.4	11.9
Other		3.7	4.4	2.2	3.5

Lack of experience was given most frequently as the reason for difficulty in finding work. Among graduates with no college attendance, 79 percent of the females and 52 percent of the males reported lack of experience as the biggest handicap. Lack of experience declines as an important reason with advancing years of education; difficulty in finding temporary work becomes more important. In fact this latter reason was not printed on the questionnaire and was volunteered by a number of college students who had problems finding summer work. Of those with two years of college, 29 percent of the females and 26 percent of the males listed this.

Secondary reasons were also of significance and are shown in the table below:

SECONDARY DIFFICULTIES IN FINDING WORK SINCE LEAVING HIGH SCHOOL
(Percent of Responses)

		Total	Male	Female
Total Responding:	Number	760	389	371
	Percent	100.0	100.0	100.0
Lack of Experience		32.4	37.3	27.2
Age		43.9	36.8	51.5
Union Membership Required		6.1	10.3	1.3
Other		17.6	15.4	20.0

TYPES OF OCCUPATION SINCE HIGH SCHOOL

The survey provided information on what types of employment the youths found after leaving high school. Table 8, Appendix, Primary Occupation Since Leaving High School, gives a breakdown of their employment. For more convenient comparisons the summary table below gives the figures for 1,082 males and 1,116 females in percentage terms.

OCCUPATION OF GRADUATES SINCE HIGH SCHOOL

	Males Percent	Females Percent
Total	100.0	100.0
Professional, Managerial	4.8	2.6
Clerical	15.1	56.0
Sales	8.4	15.1
Service	9.5	18.0
Agriculture	7.5	0.9
Skilled	2.2	0.2
Semiskilled	18.4	0.3
Unskilled	34.1	6.9

For females the most important occupational group was clerical, 56 percent having found this type of work. Typical jobs within this group were typist, office clerk, and receptionist. Next in significance were service occupations, which employed 18 percent of all females. Examples of service occupations were nurse aides, waitresses, and beauty workers. For males, the unskilled and semiskilled occupations accounted for a majority (53 percent) of their employment.

EMPLOYMENT BY INDUSTRY SINCE HIGH SCHOOL

It is of importance to know what industries employed the youth as well as the types of occupations. The following table presents this information. Again it was useful to summarize the information as a percent of the total.

EMPLOYMENT OF GRADUATES BY INDUSTRY SINCE HIGH SCHOOL 1/

	Males Percent	Females Percent
Total	100.0	100.0
Agriculture	8.0	1.5
Construction	9.1	0.6
Manufacturing	29.9	14.7
Transportation, Comm., Utilities	4.4	5.0
Trade	27.9	31.8
Finance, Insurance, Real Estate	1.1	12.9
Service	12.5	27.5
Government	7.1	6.0

1/ Most frequent type of work, based on replies of 1,055 males and 1,091 females.

Males found work mostly in the manufacturing and trade industries. In manufacturing they worked in lumber and paper mills, canneries, and in aircraft. Trade industries included service stations, grocery stores, and restaurants.

Females were employed mainly in the trade and service industries. Examples of trade industries employing females were department stores and restaurants. Service industries included doctors' and dentists' offices and schools.

EMPLOYMENT STATUS--JUNE 1964

Each youth was asked to give his present occupation (as of June 15, 1964), in what industry he was employed, and at what wage rate. It should be noted that the data on employment in this and following sections differ from those in the preceding two sections on occupation and industry. They dealt with the most frequent work since high school. The ensuing data deal with employment as of June 1964. A total of 63 percent of the 2,409 respondents was working at this time; the remainder were either unemployed or out of the labor force (e.g., in the military or married and not looking for work). As expected, differences in employment were significant between males and females. Responses from the graduates indicated that 78 percent of the males who were not in the armed forces and 59 percent of the females had jobs. The table below and Chart VII on the following page illustrate the responses, classified according to broad occupational categories.

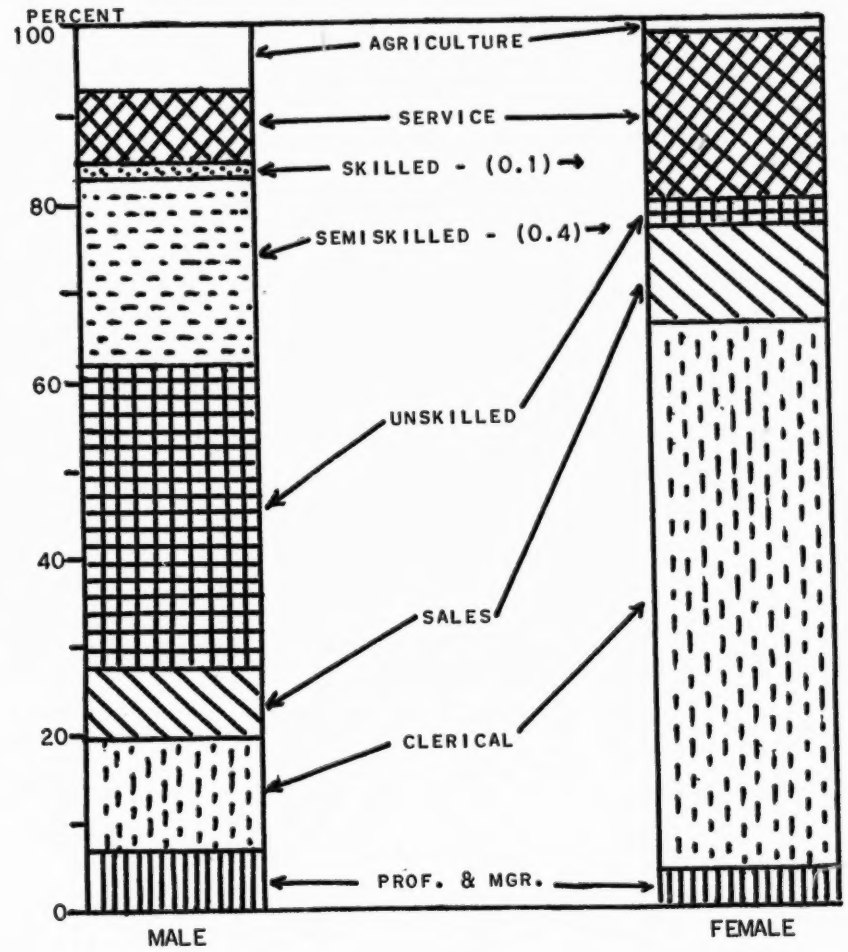
OCCUPATIONAL DISTRIBUTION OF EMPLOYED GRADUATES 1/, BY SEX
AS OF JUNE 1964

		Total	Male	Female
Total:	Number	1,520	788	732
	Percent	100.0	100.0	100.0
Professional & Managerial		4.9	6.1	3.7
Clerical & Kindred		36.9	13.2	62.5
Sales & Kindred		10.0	9.1	10.9
Service		12.7	7.9	17.9
Agriculture, Forestry & Fishing		3.9	6.7	0.8
Skilled		1.2	2.2	0.1
Semiskilled		10.9	20.7	0.4
Unskilled		19.5	34.1	3.7

1/ Excludes members of armed forces.

CHART VII

PERCENTAGE DISTRIBUTION OF THE OCCUPATION OF EMPLOYED GRADUATES, BY SEX, JUNE 1964



Understandably, few youths reported work in the professional-managerial and skilled occupations. These jobs usually require more than two years' training and experience. Most youths were employed in jobs which involve lesser degrees of skill. A majority of males were either in semiskilled (20 percent) or unskilled (34 percent) jobs. The semiskilled included transportation workers, mechanics, apprentices, and service station attendants. The unskilled workers were employed largely in lumber and paper mills and in construction. A majority of females (63 percent) were employed in one occupational category: clerical. Typical employment was as a typist (one in every four of all females) and as an office clerk or bookkeeper (one in every seven). Other clerical jobs which offered employment for females were telephone operator, receptionist, and stock clerk. Eighteen percent were employed in service occupations, most of whom (80 percent) were in personal service,

including beauty workers, nurse aides, and waitresses. The remainder were largely in domestic service. Sales work employed about 11 percent of all female workers. (See Table 9, Appendix.)

The following table shows industries in which the youths were working in June of 1964. The comparison with the state's labor force distribution is not entirely valid since the category of self-employed and unpaid family was not applied to youth.

INDUSTRIAL DISTRIBUTION OF EMPLOYED GRADUATES, BY SEX AND TOTAL STATE LABOR FORCE 1/ AS OF JUNE 1964

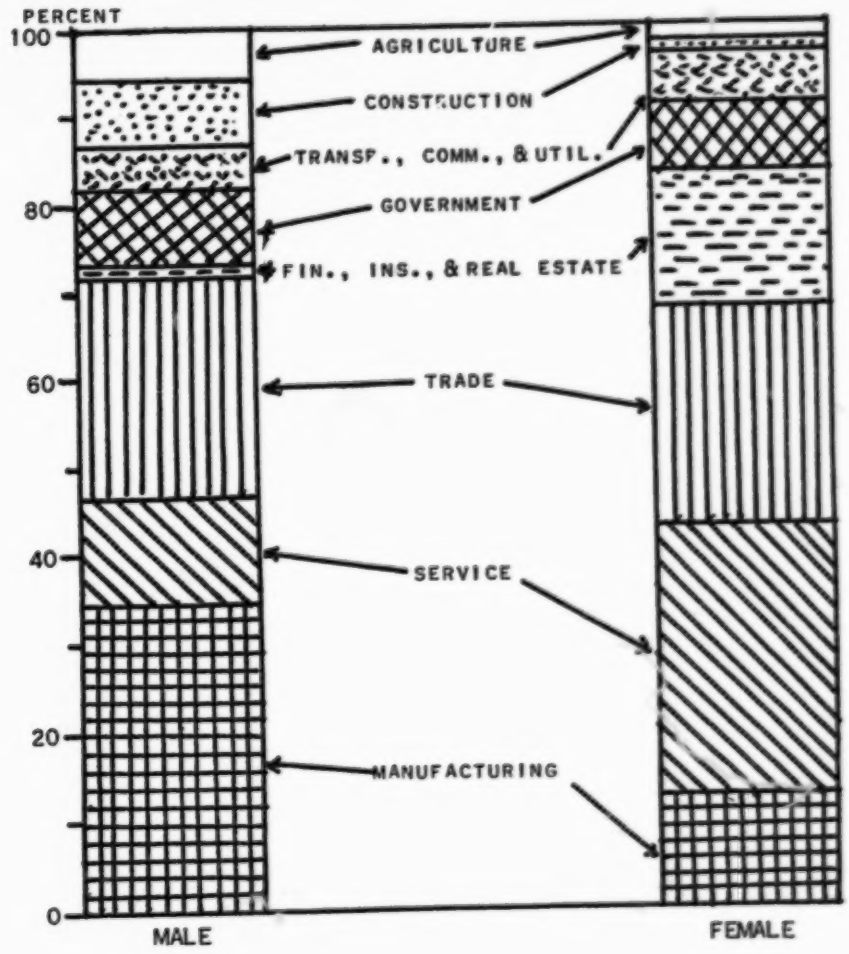
	Total State Labor Force 1/	Graduates 2/ Total	Male	Female
Total: Number	1,174,300	1,516	790	726
Percent	3/ 100.0	100.0	100.0	100.0
Agriculture	9.5	4.2	6.4	1.6
Construction	4.3	3.7	6.6	0.5
Manufacturing	20.1	23.6	34.2	12.1
Transportation, Comm., Utilities	5.6	6.1	5.4	6.8
Trade	17.1	25.0	25.1	25.0
Finance, Insurance, Real Estate	3.9	7.9	0.8	15.7
Service 3/	12.8	21.2	12.3	30.9
Government	16.9	8.3	9.2	7.4

1/ Not shown--9.8 percent self-employed and unpaid family.
2/ Excludes members of armed forces.
3/ Includes domestics and miscellaneous.

Even allowing for the inconsistency of data on self-employed and unpaid family workers, there was considerable difference in the industrial distribution of young workers and of the total labor force. Fewer young people worked in agriculture, but many of those in agriculture were the youngest members of the labor force--under 18 years of age. A higher proportion were employed in trade and service industries, which traditionally hire a large number of young people. A smaller percent were in government, because most government jobs require a degree or experience, particularly in the large education segment.

CHART VIII

PERCENTAGE DISTRIBUTION OF THE INDUSTRY OF EMPLOYED GRADUATES, BY SEX, JUNE 1964



There is no way to compare directly the earnings of 1962 high school graduates with those of all workers employed in the state. However, the 1960 United States Census of Population provides a clue. The median monthly wage rate, derived from the census for all male workers working for 50 weeks or more during 1959, was $480. In June 1964--four years later--the median wage rate for the 1962 male graduates was only $372. The differential indicated by a similar comparison for females is much narrower--census derivation $300 compared with $270 for the recent female graduates. As inexact as these comparisons may be, they do indicate a substantially lower monthly pay rate for the younger workers.

EARNINGS BY OCCUPATION

Tables 10a and 10b, Appendix, pages 51 and 52, show earning distribution by occupation for all males and all females. Incomes can be more conveniently compared in the following table which presents data only for broad occupational groups.

MEDIAN WAGE RATE OF EMPLOYED GRADUATES
BY OCCUPATIONAL GROUP, BY SEX, JUNE 1964

Occupational Group	Monthly Wage Rate	
	Males	Females
Total	$372	$270
Professional and Managerial	365	223
Clerical and Kindred	345	284
Sales and Kindred	350	255
Service	322	230
Agriculture, Forestry, Fisheries	258	below 200
Skilled	384	---
Semiskilled	377	---
Unskilled	415	291

Income in the professional and managerial class was below the median because many of these workers were camp counselors, whose money earnings were often supplemented by free room and board. Males in every group earned substantially more than females. Ironically, the rates were highest in the unskilled category, reflecting the high degree of union organization in such occupations as construction work, longshoring, and lumber mill work. Earnings for females were next highest in clerical, in which 62 percent were employed.

EARNINGS BY INDUSTRY

Table 11, Appendix, gives median monthly wage rates for major industrial categories and an indication of the dispersion of these earnings. Overall, about $100 separates the median figures for males and females. Further, there tends to be greater concentration of earnings among females, greater dispersion among males. In every industrial category (and, as has been shown previously, in every occupational category) males earned more than females. To females, the highest median wage was paid by government. Transportation, communication, and utilities paid the highest wages to males, usually as truck drivers or longshoremen.

Of course, some of these figures do not mean much by themselves. The median income for females in construction and agriculture and for males in finance, insurance, and real estate represent only a few youths. The table below attempts to measure the relative importance of the various industries providing both income and employment to youth.

DISTRIBUTION OF TOTAL INCOME, BY INDUSTRY, OF GRADUATES EMPLOYED
JUNE 15, 1964

Industry	Percent of All Income Derived	
	Male	Female
Total	100.0	100.0
Agriculture, Forestry, and Fishing	4.4	1.9
Construction	7.5	0.6
Manufacturing	39.2	13.6
Transportation, Comm., and Utilities	6.7	7.5
Wholesale and Retail Trade	23.3	23.9
Finance, Insurance, and Real Estate	0.6	16.1
Services	9.7	27.8
Government	8.6	8.6

Greatest proportion of total income was from manufacturing for males (39 percent), from the service industries for females (28 percent). Trade was second for males and females and was about the same relative importance for both. Government and transportation, communication, and utilities were also of approximately equal importance to males and females.

SIGNIFICANCE OF HIGH SCHOOL COURSE IN EMPLOYMENT

The type of course taken in high school did not seem to be a very significant factor in the occupation of young workers, as of June 1964. The only marked relationship was in the high proportion of commercial students who were employed in the clerical field. The precollege major was more likely to be in the professional, managerial, and technical category but since this group contained the college students, this was more likely to be a function of their college training than their high school courses. (For purposes of this table, all those with some college were classed as precollege, regardless of their high school major.) The vocational student was more likely to be in a semiskilled occupation, the "general" student somewhat less likely. The precollege student was at a disadvantage here since frequently semiskilled status is a matter of experience which the student in college would not be likely to acquire. (See Table 12, Appendix.)

The relationship between a high school major and industry of employment was even less significant. The precollege male was more often employed in agriculture, service, and construction, industries which characteristically hire extra summer help. Among girls, the commercial major was most often employed in trade, service, finance, and government; not unexpectedly. The "precollege" female, like her male counterpart, resorted more often to seasonal jobs in service and manufacturing, and to a lesser extent in trade. (See Table 13, Appendix.)

There was not a marked difference in earnings by high school majors--other than the differential by sex. Because of the temporary nature of his, or her, employment, the college student was likely to earn less. As a result, the precollege medians for both sexes were lower than for other majors. This, it is safe to assume, is only a temporary differential. If such data were available for three years hence, the story would be quite different. Girls who were commercial students did earn significantly more than other women, but here again time could change the relative positions.

PAST TRAINING AND PRESENT TRAINING NEEDS

One out of every three youths reported some additional training beyond high school besides college; e.g., business school, apprenticeships; 32 percent of the males and 35 percent of the females had such training. The lower proportion of males reflected the fact that more of them go on to college.

TRAINING RECEIVED BY GRADUATES
SINCE LEAVING HIGH SCHOOL, AS OF JUNE 1964, BY SEX

		Percentage Distribution		
		Total	Male	Female
All Types of Training:	Number	800	373	427
Percent of Graduates		33.3	31.6	34.9
All Types of Training:	Percent	100.0	100.0	100.0
Business School		21.0	4.0	35.8
Apprenticeship		9.1	17.1	2.1
Public Night School		9.9	9.6	10.1
Correspondence		5.6	5.1	6.1
Vocational		31.1	23.1	38.2
Military		18.0	36.5	1.9
Other		5.3	4.6	5.8

Vocational training was highest among females because of the large number who enrolled in nursing or beauty school.

In addition to relating past training, each youth was asked if he would be willing to undergo job training to improve his chances of finding work or improving his current job status. Fifty-seven percent of the males and 43 percent of the females were currently in training or, in college, or in the armed forces. Of the rest, the answer was overwhelmingly "Yes."

WILLINGNESS OF GRADUATES NOT IN COLLEGE TO UNDERGO JOB TRAINING, BY MARITAL STATUS AND SEX, JUNE 1964

Marital Status		Percentage Distribution		
		Total	Male	Female
Total:	Number	1,262	533	729
	Percent	100.0	100.0	100.0
Willing to Train		70.8	79.6	64.5
Not Willing		19.6	11.6	25.4
No Response		9.6	8.8	10.1
Single:	Number	795	415	380
	Percent	100.0	100.0	100.0
Willing to Train		76.3	80.0	72.4
Not Willing		14.0	10.8	17.4
No Response		9.7	9.2	10.2
Married:	Number	467	118	349
	Percent	100.0	100.0	100.0
Willing to Train		61.5	78.0	55.9
Not Willing		29.1	14.4	34.1
No Response		9.4	7.6	10.0

In all cases there was a majority in favor of more training, but a higher proportion of males than females indicated they would like additional training. The marital status of the males made little difference in willingness to train, but married women were considerably less interested in training than the single women were.

Desire for training and duration of unemployment increased together. For example, among males either at work or out of the labor force, 80 percent indicated that they would undergo further training. Eighty-one percent of those who had been unemployed less than five weeks said they would take training. For those out of work longer than five weeks, the figure rose to 90 percent. For females, the difference was more pronounced, as indicated in the following table, but domestic responsibilities were undoubtedly a factor for those not in the labor force.

WILLINGNESS OF GRADUATES TO UNDERGO JOB TRAINING, PERCENTAGE DISTRIBUTION, BY DURATION OF UNEMPLOYMENT, BY SEX, JUNE 1964
Total Not In College And Unemployed

	Male				Female			
	Total 1/		Willing to Train	Not Willing	Total 1/		Willing to Train	Not Willing
	Number	Percent			Number	Percent		
Total	536	100.0	79.9	10.6	740	100.0	63.7	25.1
Employed or Not in Labor Force	474	100.0	79.3	11.6	619	100.0	59.5	28.0
Unemployed, Total	62	100.0	83.9	11.3	121	100.0	85.1	10.7
Less than 5 weeks	43	100.0	81.4	11.7	40	100.0	80.0	17.5
More than 5 weeks	19	100.0	89.4	10.5	81	100.0	87.7	7.4

1/ Items do not add to 100.0, nonresponse not shown.

The youths were asked to indicate areas in which they could benefit most from further training. As expected, the responses varied considerably, but some general patterns were recognizable and these are summarized in the accompanying table on Types of Training Desired.

Major areas of choice among graduate males were in business management (11 percent), mechanical (12 percent), construction (10 percent), and technical-electronic (18 percent) categories. Among graduate females, secretarial training (26 percent) and clerical-office training (40 percent) were the main types of study considered beneficial.

TYPES OF TRAINING DESIRED BY GRADUATES,
BY SEX, JUNE 1964

Training	Graduate	
	Male	Female
Total	424	470
Business Management	46	12
Clerical	16	187
Secretarial	--	121
Commercial Art	7	10
Sales	17	24
Beauty Work	--	11
Nursing	--	12
Social Work	4	7
Travel Work	7	11
Miscellaneous Services (protective, personal)	22	5
Mechanical Work	51	--
Construction Trades	41	--
Technical-Electronic	78	2
Computer Programming	12	3
Agriculture, Forestry, Fisheries	17	1
Training Desired but Unspecified	106	64

CONTACT WITH THE WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT

More than 57 percent of these youths used the services of the Washington State Employment Security Department; 51 percent of the males and 64 percent of the females. These contacts mostly were for job applications, but also included job counseling, taking aptitude tests (including typing and shorthand), receiving unemployment insurance benefits, and applying for job training under the Manpower Development and Training Act and the Area Redevelopment Act. Forty-six percent of all the youths applied for a job through the Washington State Employment Service; of these applicants 25 percent were placed on jobs. Only 33 of the 2,409 graduates applied for job training. Of the applicants, 20 were actually enrolled. These job training programs included a variety of occupations: e.g., nurse aide, clerk-typist, salesman, draftsman. Greater awareness by graduates concerning the existence of this type of training perhaps will alleviate some of the problems of inadequate preparation. This information is summarized in the following table.

CONTACT WITH THE EMPLOYMENT SECURITY DEPARTMENT
Percent of Graduates

	Graduates		
	Total	Male	Female
Made Some Contact, Total	57.9	51.3	64.1
Type of Contact			
Work Application	45.9	40.1	51.5
Placed on Job	11.3	10.1	12.5
(Percent of Applicants)	(24.6)	(25.2)	(24.2)
Job Counseling	21.1	18.4	23.8
Testing 1/	17.7	7.5	27.5
Unemployment Compensation	5.9	7.6	4.2
Job Training	1.4	0.8	1.5

1/ Aptitude and proficiency tests.

APPENDIX

TABLE 1

SELECTED CHARACTERISTICS OF GRADUATES, BY MARITAL STATUS
Male and Females, June 1964

Characteristic	Total		Unmarried		Married	
	Male	Female	Male	Female	Male	Female
Total	1,176	1,210	1,025	841	151	369
Type of Residence						
At Home With Parents	762	666	756	632	6	34
House, Dormitory, or Room at College	23	59	22	57	1	2
Boarding or Rooming Away From Home	71	92	65	89	6	3
Maintaining Own Home	148	362	21	44	127	318
In Military Quarters	149	8	142	2	7	6
Other	17	18	15	12	2	6
No Response	6	5	4	5	2	--
Support						
Self-supporting	698	418	555	335	143	83
Supported by Parents, Spouse, etc.	478	792	470	506	8	286
Number of Dependents						
None	1,012	1,166	1,006	833	6	333
One	91	36	11	6	80	30
Two	58	6	5	2	53	4
Three or more	15	2	3	--	12	2
Year of Birth						
1941 and Earlier	18	8	6	2	12	6
1942	73	79	22	3	51	76
1943	308	408	228	145	80	263
1944	711	638	711	635	--	3
1945	12	17	12	16	--	1
1946 and Later	8	20	--	--	8	20
No Response	46	40	46	40	--	--

TABLE 2

LABOR FORCE PARTICIPATION RATES, BY SEX AND MARITAL STATUS

Graduates Working 1/ or Looking for Work, as Percent of Total Graduates June 1962-May 1964

	MALE			FEMALE		
	Total	Single	Married	Total	Single	Married
1962						
June	89.1	89.1	88.6	88.5	85.1	71.3
July	89.9	89.9	90.1	84.7	89.4	73.4
August	88.8	88.7	89.5	84.6	89.3	73.4
September	63.1	61.5	73.3	56.7	55.0	60.7
October	49.3	46.1	70.7	46.7	41.7	58.6
November	47.8	44.4	70.7	47.1	42.2	59.0
December	48.5	44.9	72.6	50.0	45.9	59.1
1963						
January	46.0	42.1	72.3	47.3	42.8	57.8
February	46.4	42.1	74.3	47.8	44.0	56.5
March	47.6	43.7	73.0	49.8	46.4	58.0
April	50.0	46.5	76.4	51.5	48.3	59.0
May	52.6	49.0	76.7	51.5	48.1	59.4
June	78.6	77.3	87.1	74.3	78.1	65.4
July	82.8	81.7	90.4	80.4	85.9	67.4
August	83.3	82.2	90.5	82.4	88.0	69.0
September	66.2	64.0	81.0	77.3	70.1	65.1
October	53.1	49.3	78.2	60.9	60.0	63.2
November	52.6	48.9	77.6	60.8	60.5	61.5
December	54.6	51.0	78.8	63.1	64.7	59.3
1964						
January	52.1	48.0	79.6	59.2	60.1	57.0
February	52.3	48.4	78.8	59.9	61.0	57.4
March	53.5	49.6	79.7	60.5	62.2	57.0
April	54.3	50.6	79.7	61.4	62.4	59.0
May	54.9	50.9	81.2	62.2	63.0	60.2

1/ Excluding those in armed services.

TABLE 3

MALE GRADUATES IN ARMED FORCES

Total and as Percent of Graduates and of Nonstudents
June 1962 through May 1964

	Number	Percent of Graduates	Percent of Nonstudents
1962			
June	51	4.8	1/
July	73	6.7	1/
August	86	7.8	1/
September	99	8.9	1/
October	112	10.0	24.6
November	127	11.1	27.9
December	131	11.7	28.7
1963			
January	136	12.0	31.2
February	142	12.6	31.1
March	144	12.8	31.1
April	143	12.8	29.2
May	143	12.6	28.0
June	142	12.5	1/
July	145	12.9	1/
August	147	13.0	1/
September	151	13.2	1/
October	153	13.4	28.2
November	156	13.7	29.1
December	158	14.0	29.6
1964			
January	160	14.1	29.4
February	165	14.5	29.8
March	166	14.5	29.9
April	167	14.5	29.6
May	164	14.3	28.4

1/ Not applicable during summer vacation, data are for all males not in school each month.

TABLE 4

RATE OF UNEMPLOYMENT FOR STATE LABOR FORCE, AND OF NONSTUDENTS 1/, AND PERCENT OF GRADUATES WORKING PART-TIME 2/

	Unemployment Rate		Percent of Nonstudents Working Part-Time
	State	Graduates	
1962			
June	4.9	24.0	21.6
July	4.4	18.5	22.7
August	4.2	17.6	18.8
September	3.9	17.3	20.1
October	4.0	17.3	15.8
November	5.3	16.6	18.0
December	6.1	16.6	15.3
1963			
January	7.6	18.5	15.9
February	7.2	17.0	15.1
March	6.7	14.4	14.8
April	6.0	13.1	12.5
May	5.1	12.2	11.0
June	5.1	15.0	13.3
July	5.8	14.6	13.8
August	5.4	14.0	13.7
September	6.1	14.0	12.6
October	5.2	12.2	11.5
November	6.5	12.7	12.4
December	6.7	12.3	14.4
1964			
January	8.3	17.9	12.4
February	8.4	17.7	12.3
March	7.7	17.0	10.7
April	6.5	15.7	10.9
May	5.7	14.7	10.8

1/ Unemployed nonstudents as percent of all graduates in the labor force--excluding those in school or in the armed forces and those not looking for work.

2/ Working less than 15 hours per week.

TABLE 5

RATES OF UNEMPLOYMENT OF WORKING STUDENTS AND NONSTUDENTS IN THE LABOR FORCE 1/
BY MARITAL STATUS, BY SEX, JUNE 1962-MAY 1964

	Total Male & Female	MALE			FEMALE		
		Total	Single	Married	Total	Single	Married
1962							
June	22.5	15.8	16.9	8.9	29.9	30.6	28.0
July	17.7	10.8	11.7	4.7	25.0	26.6	20.2
August	16.8	9.7	10.2	6.2	24.4	25.7	20.4
September	13.7	8.7	9.2	5.6	19.2	19.9	21.4
October	11.4	9.8	10.9	4.8	13.2	13.2	13.1
November	11.0	9.5	10.6	4.8	12.4	12.2	12.7
December	10.6	8.9	8.9	8.5	12.2	11.9	12.7
1963							
January	11.8	10.4	10.0	12.1	13.1	12.0	15.1
February	11.0	9.2	8.5	11.8	12.8	11.9	14.4
March	9.3	6.3	6.5	5.6	12.0	10.9	14.1
April	8.7	5.9	6.1	4.4	11.3	10.2	13.3
May	8.1	5.2	5.8	2.7	11.0	9.0	14.8
June	13.5	10.2	11.2	4.7	16.9	16.5	17.9
July	13.6	9.3	9.8	6.1	18.0	17.7	18.9
August	13.1	8.2	8.4	6.8	18.1	18.0	18.4
September	11.3	7.6	8.2	4.2	14.9	14.4	16.0
October	8.3	4.8	5.1	3.5	11.2	9.0	16.4
November	8.4	5.3	5.5	4.4	11.1	8.7	16.8
December	8.0	6.0	5.6	7.8	9.7	6.5	17.2
1964							
January	11.9	9.3	9.9	6.8	14.1	10.9	22.5
February	11.9	8.4	9.6	3.5	14.9	11.0	24.9
March	11.3	7.2	8.1	3.4	14.9	9.9	28.3
April	10.6	5.0	5.4	3.4	15.5	10.4	28.9
May	10.0	5.6	6.1	3.3	14.0	8.5	28.0

1/ Excludes those in school but not working, those not looking for work, and those in the armed forces.

TABLE 6

PERCENT OF GRADUATES ATTENDING SCHOOL OR IN TRAINING, BY MARITAL STATUS

	PERCENT ATTENDING SCHOOL					
	MALE			FEMALE		
	Total	Single	Married	Total	Single	Married
1962-1963						
October	59.3	63.3	32.9	59.6	71.9	31.4
November	59.4	63.6	32.4	59.5	72.0	30.6
December	59.1	63.1	32.4	58.3	70.3	30.5
January	61.1	64.9	35.9	58.3	71.1	28.2
February	58.9	63.2	34.5	57.4	70.0	28.1
March	58.9	62.8	33.3	57.0	69.6	27.4
April	56.6	60.6	30.4	54.4	67.3	24.1
May	55.1	58.8	29.5	53.4	66.4	22.8
1963-1964						
October	52.4	56.7	23.1	46.4	60.1	13.4
November	53.0	57.2	24.5	46.9	60.1	14.8
December	52.7	57.1	23.1	45.1	57.6	14.4
January	52.0	56.6	21.1	46.8	60.8	12.5
February	51.3	55.8	20.5	45.6	60.0	10.7
March	51.4	56.0	20.3	45.2	59.7	9.9
April	50.7	55.6	17.6	43.9	58.3	8.7
May	49.6	54.7	16.1	43.4	57.9	7.5

TABLE 6b

NUMBER OF GRADUATES ATTENDING SCHOOL, TOTAL AND COLLEGE 1/
BY MONTH, MALE AND FEMALE
1962-1963 and 1963-1964 School Years

	Total In School		COLLEGE STUDENTS IN SCHOOL			
					Percent Of Graduates	
	Male	Female	Male	Female	Male	Female
1962-1963						
October	666	677	608	553	54.4	48.8
November	668	682	611	556	54.5	48.4
December	661	670	613	549	55.1	47.6
January	687	667	636	562	57.6	49.0
February	668	660	628	563	55.9	49.0
March	664	656	623	561	55.5	48.7
April	640	628	602	550	53.1	47.7
May	626	614	587	543	51.6	47.3
1963-1964						
October	597	535	561	482	49.3	42.3
November	605	543	568	487	49.8	42.1
December	594	521	549	473	48.3	40.9
January	589	539	557	490	49.1	42.5
February	582	526	551	480	48.6	41.5
March	588	521	555	476	48.9	41.3
April	580	507	551	469	48.2	40.6
May	568	499	539	463	46.8	40.3
Completed one Year College			220	196	18.6	16.0
Completed two Years College			502	434	42.5	35.3

1/ Those completing at least one year of college who were "in school" each month.

TABLE 7

NUMBER AND PERCENT OF GRADUATES WORKING WHILE IN SCHOOL 1/, BY MONTH, MALE AND FEMALE
JUNE 1962 - MAY 1964

	MALE				FEMALE			
	Total in School	Working Full-Time	Working Part-Time	Percent Working	Total in School	Working Full-Time	Working Part-Time	Percent Working
1962								
June	113	26	38	56.6	154	15	38	34.4
July	65	23	21	67.7	116	21	24	38.9
August	58	19	19	65.5	112	21	23	39.3
September	467	55	111	35.5	519	25	92	22.6
October	666	62	158	33.0	677	30	118	21.9
November	668	62	157	32.8	682	29	121	22.0
December	661	63	173	35.7	670	37	135	25.7
1963								
January	687	65	166	33.6	667	32	123	23.2
February	668	60	162	33.2	660	34	121	23.5
March	664	63	168	34.8	656	39	130	25.8
April	640	64	170	36.6	628	39	128	26.6
May	626	70	170	39.0	614	41	120	26.2
June	176	44	50	53.4	263	34	53	33.1
July	94	35	26	64.9	157	27	30	36.3
August	78	32	21	67.9	136	34	27	44.9
September	380	55	102	41.3	378	41	99	37.0
October	597	75	152	38.0	535	48	141	35.3
November	605	76	155	38.2	543	54	155	38.5
December	594	80	164	41.1	521	62	162	41.1
1964								
January	589	71	150	37.5	539	51	155	38.2
February	582	75	146	38.0	526	46	156	38.4
March	588	75	153	38.8	521	50	154	39.2
April	580	89	149	41.0	507	52	146	39.1
May	568	87	143	40.5	499	52	145	39.5

1/ All type of post-high school training.

TABLE 8

PRIMARY OCCUPATION OF GRADUATES SINCE LEAVING HIGH SCHOOL, BY SEX

Males		Females	
Occupation		Occupation	
Total	1,082	Total	1,116
Professional, Managerial, & Kindred	52	Professional, Managerial, & Kindred	29
Clerical and Kindred	163	Clerical and Kindred	625
Office Clerk	32	Typist	288
Stock Clerk	80	Office Clerk	154
Sales and Kindred	91	Telephone Operator	33
Service	103	Receptionist	26
Personal Service	62	Stock Clerk	18
Busboy	29	Sales and Kindred	169
Protective Service	13	Service	201
Building Service	26	Domestic Service	25
Agriculture, Forestry and Fisheries	81	Personal Service	167
Farm Laborer	67	Nurse Aide	49
Skilled Manufacturing & Nonmanufacturing	24	Beauty Worker	17
Semiskilled Manufacturing & Nonmanufacturing	199	Waitress	84
Semiskilled Manufacturing	17	Agriculture	10
Semiskilled Nonmanufacturing	182	Skilled	2
Craftsmen	18	Semiskilled	3
Mechanics	20	Unskilled	77
Transportation	42	Food Processing	51
Service Station Attendant	44		
Apprentice	19		
Unskilled Manufacturing & Nonmanufacturing	369		
Unskilled Manufacturing	187		
Food	41		
Lumber and Paper	84		
Metalworking	25		
Unskilled Nonmanufacturing	172		
Construction	71		
Transportation	18		

TABLE 9

PRINCIPAL INDUSTRY OF EMPLOYMENT OF GRADUATES SINCE HIGH SCHOOL, BY SEX

Industry	Male	Female
Total	1,055	1,091
Agriculture, Forestry, Fisheries	84	16
Agriculture	75	16
Forestry & Fisheries	9	0
Construction	96	7
Manufacturing	315	160
Food	68	58
Apparel	2	5
Lumber & Paper Mills	105	35
Metals, Primary & Fabricated	38	2
Machinery	9	1
Aircraft	40	28
Other	53	31
Transportation, Comm., & Utilities	47	55
Transportation	38	5
Communications	7	49
Utilities	2	1
Wholesale & Retail Trade	294	347
Wholesale Trade	34	24
Department Stores	29	108
Food, Retail	60	25
Autos, Service Stations	68	5
Apparel	15	28
Furniture	3	6
Eating Places	34	88
Other	52	63
Finance, Insurance, & Real Estate	12	141
Services	132	300
Hotel	12	13
Personal	14	24
Auto Repair	17	3
Amusement	22	19
Medical	7	103
Legal, Accounting	1	16
Educational	26	54
Private Homes	0	21
Other	33	47
Government	75	65

TABLE 10a

MONTHLY WAGE RATE 1/ OF EMPLOYED GRADUATES BY OCCUPATION - MALES
JUNE 1964

Occupation	Total 2/	TOTAL EARNING MONTHLY RATE									
		Under $199	$200-249	$250-299	$300-349	$350-399	$400-449	$450-499	$500-549	$550 and Over	Median Wage
Total 3/	788	45	54	102	114	175	150	59	46	43	$373
Professional and Managerial	48	8	3	2	6	17	5	2	2	3	365
Clerical and Kindred	104	5	10	19	20	20	18	8	2	2	345
Office Clerk	31	1	3	7	6	7	5	1	0	1	338
Stock Clerk	35	2	4	7	5	7	5	4	0	1	345
Sales and Kindred	72	3	4	14	15	16	8	5	6	1	350
Service	62	3	12	12	9	20	3	1	1	1	322
Personal Service	35	3	10	8	3	9	1	0	0	1	278
Busboy	12	0	8	4	0	0	0	0	0	0	238
Protective Service	10	0	0	2	2	5	0	1	0	0	360
Building Service	17	0	2	2	4	6	2	0	1	0	350
Agriculture, Forestry, & Fishing	53	12	13	9	10	7	1	1	0	0	258
Farm Laborer	42	8	13	9	6	5	1	0	0	0	250
Skilled Manufacturing & Nonmfg.	17	1	1	1	0	8	3	1	2	0	384
Semiskilled Mfg. and Nonmfg.	163	5	8	24	22	42	25	15	10	12	377
Semiskilled Manufacturing	15	0	1	0	2	3	3	3	2	1	425
Semiskilled Nonmanufacturing	148	5	7	24	20	39	22	12	8	11	373
Craftsmen 4/	23	0	0	0	1	5	5	7	1	4	454
Mechanics	15	1	0	2	3	3	5	1	0	0	375
Transportation	33	1	4	6	1	5	2	2	7	5	395
Service Station Attendant	29	1	3	8	7	7	3	0	0	0	318
Apprentice	17	0	0	2	2	5	5	3	0	0	395
Unskilled Manufacturing & Nonmfg.	269	8	3	21	32	45	87	26	23	24	415
Unskilled Manufacturing	159	2	1	8	13	24	74	16	15	6	421
Food	25	1	0	3	10	9	0	1	0	1	342
Lumber and Paper	84	1	1	2	1	10	58	5	2	4	423
Metalworking	21	0	0	0	1	2	5	4	9	0	481
Unskilled Nonmanufacturing	110	6	2	13	19	21	13	10	8	18	386
Construction	23	0	0	4	1	2	4	1	3	9	475
Transportation	20	1	0	0	2	4	3	1	2	7	450

For footnotes see Table 10b next page.

TABLE 10b

MONTHLY WAGE RATE 1/ OF EMPLOYED GRADUATES BY OCCUPATION - FEMALES
JUNE 1964

Occupation	Total 2/	TOTAL EARNING MONTHLY RATE								Median Wage
		Under $199	$200-249	$250-299	$300-349	$350-399	$400-449	$450-499	$500-549	
Total 3/	732	80	185	257	157	54	7	1	1	$270
Professional and Managerial	27	9	11	3	2	2	0	0	0	223
Clerical and Kindred	457	25	84	178	126	39	5	0	0	284
Typist 2/	190	7	31	69	55	26	2	0	0	291
Office Clerk	111	7	23	50	25	6	0	0	0	276
Telephone Operator	28	1	0	11	15	0	1	0	0	307
Receptionist	26	2	7	13	3	1	0	0	0	265
Stock Clerk	10	1	3	3	2	1	0	0	0	267
Sales and Kindred	80	7	30	28	10	4	0	1	0	255
Service	131	35	52	38	3	1	1	0	1	230
Domestic Service	20	15	4	0	0	1	0	0	0	5/
Personal Service	105	19	48	33	3	0	1	0	1	235
Nurse Aide	38	5	16	17	0	0	0	0	0	244
Beauty Worker	15	7	5	3	0	0	0	0	0	210
Waitress	36	5	20	11	1	0	1	0	0	232
Agriculture	6	3	2	1	0	0	0	0	0	300
Skilled	1	0	0	1	0	0	0	0	0	5/
Semiskilled	3	0	0	0	1	1	1	0	0	5/
Unskilled	27	1	6	8	5	7	0	0	0	291
Food	12	0	3	5	4	0	0	0	0	280

1/ Median monthly rate, not necessarily actual earnings.
2/ Does not include those in military for whom it is impossible to calculate median real income, 191 males and three females.
3/ Specific occupations usually do not add to total; they are given as the most important occupations in which the youths were employed.
4/ Craftsmen include occupations such as electrician, plumber, etc., some of which may be apprentices.
5/ Below 200, or too few items to compute.

TABLE 11

MONTHLY WAGE RATE BY INDUSTRY OF EMPLOYED GRADUATES
MALE AND FEMALE, JUNE 1964

Industry	Median Income 1/	TOTAL EARNING MONTHLY RATE: Under $200	$200-249	$250-299	$300-349	$350-399	$400-449	$450-499	$500-549	$550 and Over	Median Wage
Males	793	46	55	106	114	173	151	60	46	42	$372
Agriculture, Forestry, & Fishing	53	12	15	9	9	5	1	1	--	1	248
Construction	52	2	1	6	3	12	4	4	4	16	425
Manufacturing	271	4	8	16	30	47	104	31	23	8	415
Transportation, Comm., & Utilities	43	2	0	1	2	7	10	4	8	9	448
Wholesale and Retail Trade	198	12	18	43	33	44	20	12	10	6	339
Finance, Insurance, & Real Estate	6	0	0	1	2	2	0	1	0	0	350
Services	97	14	12	24	14	24	4	3	1	1	297
Government	73	0	1	6	21	32	8	4	0	1	363
Females	732	81	183	260	146	53	7	1	1	0	270
Agriculture, Forestry, & Fishing	15	3	7	2	2	1	0	0	0	0	232
Construction	4	--	1	1	1	1	0	0	0	--	300
Manufacturing	88	2	12	29	23	20	2	--	--	--	302
Transportation, Comm., & Utilities	49	2	1	17	28	--	1	--	--	--	308
Wholesale & Retail Trade	182	14	68	69	21	7	2	1	--	--	256
Finance, Insurance, & Real Estate	114	2	18	65	25	4	--	--	--	--	278
Services	226	55	71	67	25	7	--	--	1	--	241
Government	54	3	5	10	21	13	2	--	--	--	321

1/ Totals differ slightly from tables 10a and 10b due to nonresponse to specific items.

TABLE 12

PRESENT OCCUPATION OF EMPLOYED GRADUATES BY TYPE OF HIGH SCHOOL COURSE
MALE AND FEMALE, JUNE 1964

Occupation	Total	Percent of Total 1/	TYPE OF COURSE				
			General	Precollege	Commercial	Vocational	Science
Male							
Total	953	100.0	206	556	55	96	40
Professional, Mgrl., Technical	53	6.7	5	43	3	2	0
Clerical	104	13.2	9	73	11	8	3
Sales	72	9.1	10	51	8	2	1
Service	62	7.9	7	49	--	4	2
Agriculture, Forestry, & Fishing	53	6.7	5	35	2	10	1
Skilled	17	2.2	5	8	1	1	2
Semiskilled	158	20.1	36	79	5	30	8
Unskilled	269	34.1	51	180	15	14	9
Armed Forces	165	---	78	38	10	25	14
Female							
Total	731	100.0	82	381	258	5	5
Professional, Mgrl., & Technical	26	3.6	0	21	4	0	1
Clerical	456	62.7	46	210	199	0	1
Sales	80	11.0	9	51	20	0	0
Service	131	18.0	23	75	28	3	2
Agriculture, Forestry, & Fishing	6	0.8	0	4	1	0	1
Skilled	1	0.1	0	1	0	0	0
Semiskilled	3	0.4	0	1	1	1	0
Unskilled	25	3.4	3	17	4	1	0
Armed Forces	3	---	1	1	1	0	0
Median Wage 1/							
Male	$374	---	397	350	359	384	385
Female	264	---	260	264	282	2/	2/

1/ For purposes of comparison, Armed Forces are excluded in Percentage Distribution and Median Wage.
2/ Too few items for computation.

TABLE 13

PRESENT INDUSTRY OF EMPLOYED GRADUATES BY TYPE OF HIGH SCHOOL COURSE
MALE AND FEMALE, JUNE 1964

Industry 1/	Total	Percent of Total 1/	TYPE OF COURSE				
			General	Precollege	Commercial	Vocational	Science
Male							
Total	956	100.0	206	555	55	98	42
Agriculture	51	6.4	4	37	1	9	0
Construction	52	6.6	10	38	2	2	0
Manufacturing	270	34.2	54	160	13	27	16
Transportation, Comm., & Utilities	43	5.4	4	28	6	3	2
Trade	198	25.1	43	116	17	18	4
Finance, Insurance, & Real Estate	6	0.8	--	6	0	0	0
Service	97	12.3	10	71	4	9	3
Government	73	9.2	3	61	2	5	2
Armed Forces	166	--	78	38	10	25	15
Female							
Total	728	100.0	82	383	254	5	4
Agriculture	12	1.6	1	7	3	0	1
Construction	4	0.5	0	3	1	0	0
Manufacturing	88	12.1	9	37	41	1	0
Transportation, Comm., & Utilities	49	6.8	6	28	15	0	0
Trade	181	25.0	23	104	53	1	0
Finance, Insurance, & Real Estate	114	15.7	10	41	63	0	0
Service	224	30.9	28	138	52	3	3
Government	54	7.4	4	24	26	0	0
Armed Forces	2	--	1	1	0	0	0
Median Wage 2/							
Male	$374	--	397	350	359	384	385
Female	264	--	260	264	282	3/	3/

1/ Totals may differ slightly from other tables due to nonresponse.
2/ For purposes of comparison, Armed Forces are excluded from Percentage Distribution and Median Wage.
3/ Too few items to compute.

A CASE STUDY OF DROPOUT RESPONSE

A CASE STUDY OF DROPOUT RESPONSE

Questionnaires were sent to 726 dropouts, representing approximately 11 percent of the state total of dropouts in the 1961-1962 school year--compared with a 12 percent sample of graduates. Sixty percent of the graduates returned usable questionnaires but only 27 percent of the dropouts did so. Because of the disparity of response, data on dropouts do not have the same representative flavor as the data on graduates. Therefore the data on these two groups are presented separately.

Even though the two groups of data are in a statistical sense not comparable, the marked differences exhibited by the dropout data do permit some generalizations to be made. The dropout group was characterized by a high percentage who were married, high rates of unemployment, difficulty in finding work, also a low rate of pay when working. It was also obvious that many of the group regretted the folly of leaving school without a diploma, about a fourth of them went back to school or enrolled in a trade or business school. Moreover, a few went back to high school, received a diploma, and went on to college.

Characteristics

Table A in the Appendix to this case study points up the high proportion of the dropout group who were married as of June 1964, particularly females. Here, of course, it may be a matter of cause and effect; were they dropouts because they were married or are dropouts more likely to get married--probably a little of both.

The average age of the dropouts was not far from the norm, but there were a relatively higher concentration of younger girls and older boys.

Labor Force Participation

Roughly, only half of the male dropouts were in the labor force, even during summer months when schooling was not a major factor. This low participation rate reflects the high percentage--more than a third--who were in the armed forces. Unsolicited responses from many of the dropouts indicated that enlisting was their

solution to job hunting. In this respect, the high percentage in the armed forces serves as another indication of the unemployment problem of the dropout. See Tables B and C, Appendix. The female dropouts also had a low labor force participation rate, but this mirrored the high proportion, two-thirds, who were married. For many of these, family commitments would keep them out of the labor force.

Difficulties in Finding Work

Most of the dropout group, 84 percent of the males and 76 percent of the females, had looked for work at some time since leaving school. More than three-fourths of those who sought work reported that they had difficulties in finding a job. Lack of experience was reported as the primary difficulty for 40 percent of the dropouts, but a third of them stated that the lack of a high school diploma had been a handicap in finding a job. See Tables D and E, Appendix.

Unemployment

The rates of unemployment for the dropout group were extremely high. During the two-year period covered by the survey, unemployment among those in the civilian labor force ranged from a high of 44.6 percent to a low of 28.9 percent. These rates seem disproportionately high, but in October 1962 the national rate of unemployment of dropouts age 16 to 24 was 28.6 percent, according to the U. S. Department of Labor. Coupled with the rate of unemployment was the fact that roughly 15 to 20 percent who were employed were working less than 15 hours a week. In effect, during the two-year period, about half the dropouts were not earning even a modest income. See Tables F and G, Appendix.

Furthermore, once unemployed the dropouts were unemployed for an extended period. Nearly half had been out of work for more than four weeks prior to June 1964; nearly a fourth for 15 weeks or more.

Occupation and Industry of Employment

While two years is perhaps too short a time to evaluate the occupational attachment of the entrant to the labor force, there were some patterns in the data on dropouts that were significant. See Tables H through K, Appendix. Only a small proportion of the dropout group had worked, or were working in June, in white collar occupations. This was especially noticeable among females for whom, traditionally, clerical work provides the largest number of job opportunities. Instead, half of the females were employed in services, where the wages are frequently lower.

Low wages were characteristic of the dropout group, the median monthly wage for males was $325, for females it was only $227. Here the advantage of the male in wage scales--based frequently on physical requirements--is apparent.

Training After High School

The value of education and training, however, was quite apparent to the dropout group. (See Tables L through O, Appendix.) Nearly a fourth of the female dropouts had some type of training or schooling since leaving high school. Among males, the figure was much higher--over 40 percent--but half of this represented training in the armed forces. Allowing for this, about one in five of the males undertook some sort of civilian training.

More striking was the desire of the dropouts for further training. Most of the males, 88 percent, and 75 percent of the females stated that they were willing to undergo job training. Those who were unemployed were virtually unanimous in their desire for training. Their fields of interest were varied, but not unrealistic. Most of the males recognized their academic deficiency and were interested in learning a trade. Parenthetically it should be pointed out, however, that many apprentice programs in such fields require a high school diploma or its equivalent. Females were primarily interested in clerical work and personal services, all of

which would require extended training.

The training desires of the dropout group emphasize the need for academic training for those who wish to finish high school but probably are reluctant to attend regular classes. In many communities there are facilities for such schooling, but these are frequently adult classes and are not keyed closely to the problem of diploma requirements for a job faced by the dropout. This is, of course, not a criticism of our educators but is rather to substantiate a need that they have already recognized.

TABLE A

SELECTED CHARACTERISTICS OF 186 DROPOUTS,
Male and Female, June 1964

Case Study of Dropout Response

Characteristic	TOTAL		UNMARRIED		MARRIED	
	Male	Female	Male	Female	Male	Female
Total	87	99	71	33	16	66
Type of Residence						
At Home With Parents	44	30	43	26	1	4
House, Dormitory, or Room at College	--	1	--	--	--	1
Boarding or Rooming Away From Home	3	5	3	4	--	1
Maintaining Own Home	14	60	1	2	13	58
In Military Quarters	24	1	22	--	2	1
Other	1	1	1	1	--	1
No Response	1	--	1	--	--	--
Support						
Self-supporting	57	14	43	10	14	4
Supported by Parents, Spouse, etc.	30	85	28	23	2	62
Number of Dependents						
None	72	97	70	33	2	64
One	7	1	1	--	6	1
Two	4	1	--	--	4	1
Three or more	4	--	--	--	4	--
Year of Birth						
1942 and Earlier	4	3	4	--	2	1
1943	13	17	11	2	2	15
1944	31	30	24	7	7	23
1945	26	19	15	11	4	15
1946 and later	22	5	13	9	--	5
No Response	8	8	4	4	1	7

TABLE B

LABOR FORCE PARTICIPATION RATES 1/ OF DROPOUTS, BY SEX

Case Study of Dropout Response

	Male	Female
1962		
June	56.7	38.7
July	56.7	41.4
August	52.2	43.0
September	46.5	32.9
October	42.5	36.0
November	40.2	31.3
December	45.3	28.9
1963		
January	47.2	28.2
February	48.6	30.5
March	43.4	28.5
April	43.4	29.7
May	51.3	30.1
June	51.3	37.3
July	50.0	40.3
August	48.0	40.4
September	49.3	42.1
October	52.5	47.6
November	52.5	46.5
December	54.4	45.9
1964		
January	54.3	46.0
February	51.8	44.3
March	54.3	45.4
April	55.5	47.2
May	56.2	49.4

1/ Those working or looking for work as percent of total responses. Excludes those in Armed Forces.

TABLE C

NUMBER AND PERCENT OF MALE DROPOUTS IN ARMED FORCES

Case Study of Dropout Response

	Number	Percent of Respondents
1962		
June	21	31.4
July	22	32.9
August	23	34.3
September	24	32.9
October	24	32.9
November	26	36.1
December	26	35.6
1963		
January	25	33.3
February	25	33.8
March	25	32.9
April	29	38.2
May	29	38.2
June	29	38.2
July	29	38.2
August	30	39.5
September	31	41.4
October	30	40.0
November	29	37.2
December	29	36.7
1964		
January	28	34.6
February	29	35.8
March	28	34.6
April	27	33.3
May	26	32.5

TABLE D

DIFFICULTY OF DROPOUTS IN FINDING WORK
SINCE LEAVING HIGH SCHOOL, BY SEX

Case Study of Dropout Response

		Males	Female
Total:	Number	89	110
	Percent	100.0	100.0
Did Not Look For Work		16.9	23.6
Looked For Work		83.1	76.4
Looked For Work:	Number	74	84
	Percent	100.0	100.0
Had Difficulty		77.0	77.4
No Difficulty		23.0	22.6

TABLE E

PRIMARY DIFFICULTY OF DROPOUTS IN FINDING WORK
SINCE LEAVING HIGH SCHOOL, BY SEX

Case Study of Dropout Response

		Total	Male	Female
Total:	Number	122	57	65
	Percent	100.0	100.0	100.0
No High School Diploma		32.8	28.1	43.1
Lack of Experience		41.8	40.3	36.9
Age		8.2	12.3	4.6
Union Membership Requirement		2.5	5.3	---
Lack of Jobs		9.0	7.0	10.8
Other		5.7	7.0	4.6

TABLE F

RATE OF UNEMPLOYMENT AND PERCENT WORKING PART TIME 1/,
DROPOUTS, BY SEX

Case Study of Dropout Response

	Unemployment Rate	Percent Working Part Time 2/
1962		
June	39.1	12.5
July	34.3	19.4
August	35.9	20.3
September	35.8	20.8
October	42.5	13.0
November	42.8	12.3
December	40.8	10.2
1963		
January	42.3	15.4
February	37.0	20.2
March	36.3	14.6
April	30.3	23.2
May	29.3	24.2
June	30.3	21.2
July	36.3	18.8
August	28.9	20.2
September	27.6	20.0
October	30.9	18.3
November	31.5	15.1
December	40.7	11.8
1964		
January	42.3	14.1
February	44.6	12.2
March	38.7	18.7
April	37.3	16.8
May	34.5	14.3

1/ Both as a percent of those working or looking for work, excludes those in Armed Forces or not looking for work.

2/ Working less than 15 hours per week.

TABLE G

DURATION OF UNEMPLOYMENT OF DROPOUTS, BY SEX
UNEMPLOYED AS OF JUNE 15, 1964

Case Study of Dropout Response

Duration of Unemployment	Total	Male	Female
Total: Number	62	21	41
Percent	100.0	100.0	100.0
Less Than 5 Weeks	53.2	57.2	51.2
5 to 15 Weeks	22.6	28.6	19.5
15 Weeks or More	24.2	14.2	29.3

TABLE H

PRINCIPAL OCCUPATION OF DROPOUTS SINCE HIGH SCHOOL, BY SEX

Case Study of Dropout Response

	Male		Female	
	Number	Percent	Number	Percent
Total	77	100.0 1/	63	100.0
Professional, Managerial	1	2.0	0	---
Clerical	3	5.9	11	17.5
Sales	2	3.9	8	12.7
Service	4	7.8	32	50.8
Agriculture	8	15.7	3	4.7
Skilled	3	5.9	1	1.6
Semiskilled	14	27.5	2	3.2
Unskilled	16	31.3	6	9.5
Military	26	1/	0	---

1/ Military excluded from percentage distribution for comparability.

TABLE I

PRINCIPAL INDUSTRY OF EMPLOYMENT OF DROPOUTS SINCE HIGH SCHOOL, BY SEX

Case Study of Dropout Response

	Male		Female	
	Total	Percent	Total	Percent
Total	83	100.0 2/	58	100.0
Construction	3	5.3	1	1.7
Manufacturing	21	36.8	7	12.1
Transp., Comm., and Utilities	2	3.5	0	---
Trade	16	28.1	28	48.3
Finance	0	---	2	3.4
Service	6	10.5	18	31.1
Government	2	3.5	1	1.7
Miscellaneous 1/	7	12.3	1	1.7
Military	26	2/	0	---

1/ Agriculture, forestry, and fishing.
2/ Military excluded in percentage distribution for comparability.

TABLE J

OCCUPATIONAL DISTRIBUTION OF EMPLOYED DROPOUTS, JUNE 1964, BY SEX

Case Study of Dropout Response

	Male		Female	
	Number	Percent	Number	Percent
Total	62	100.0 1/	22	100.0
Professional and Managerial	0	---	1	4.5
Clerical	2	5.6	5	22.8
Sales	3	8.3	1	4.5
Service	6	16.7	11	50.1
Agriculture	2	5.6	3	13.6
Skilled	2	5.6	1	4.5
Semiskilled	8	22.2	0	---
Unskilled	13	36.0	0	---
Military	26	1/	0	---
Median Wage	$325		$227	

1/ Military excluded from percentage distribution for comparability.

TABLE K

INDUSTRIAL DISTRIBUTION OF EMPLOYED DROPOUTS, JUNE 1964, BY SEX

Case Study of Dropout Response

	Male		Female	
	Number	Percent	Number	Percent
Total	62	100.0 2/	23	100.0
Construction	2	5.5	0	---
Manufacturing	15	41.7	2	8.7
Transp., Comm., & Utilities	2	5.6	0	---
Trade	10	27.8	8	34.8
Finance	0	---	2	8.7
Service	5	13.9	7	30.4
Government	0	---	2	8.7
Miscellaneous 1/	2	5.5	2	8.7
Military 2/	26	2/	0	---

1/ Agriculture, forestry, and fishing.
2/ Military excluded from percentage distribution for comparability.

TABLE L

TRAINING RECEIVED BY DROPOUTS SINCE LEAVING HIGH SCHOOL, BY SEX

Case Study of Dropout Response

	Total	Male	Female
All Types of Training: Number	65	39	26
Percent of Respondents	32.9	43.8	23.9
All Types of Training: Percent	100.0	100.0	100.0
Business School	6.1	---	15.4
Apprenticeship	4.6	5.1	3.8
Public High School	13.8	15.4	11.5
Correspondence	10.8	2.6	23.1
Vocational	27.7	20.5	38.5
Military	30.8	51.3	---
Other	6.2	5.1	7.7

TABLE M

PERCENT OF DROPOUTS ATTENDING SCHOOL OR IN TRAINING, BY SEX

Case Study of Dropout Response

1962-1963	Male	Female	1963-1964	Male	Female
October	21.9	34.9	October	10.7	15.1
November	20.8	31.3	November	7.7	16.3
December	20.5	27.7	December	8.9	14.9
January	20.0	27.1	January	13.6	15.7
February	17.6	24.7	February	12.3	13.6
March	17.1	25.0	March	8.7	14.8
April	15.8	22.6	April	7.4	13.5
May	15.8	21.7	May	8.8	12.4

TABLE N

WILLINGNESS OF DROPOUTS TO UNDERGO JOB TRAINING, BY SEX, JUNE 1964
Percentage Distribution by Duration of Unemployment

Case Study of Dropout Response

	Total 1/		Willing to Train	Not Willing
	Number	Percent		
Male, Total	76	100.0	88.2	4.0
Employed or Not In Labor Force	56	100.0	83.9	5.4
Unemployed, Total	20	100.0	100.0	0.0
Less Than 5 Weeks	11	100.0	100.0	0.0
More Than 5 Weeks	9	100.0	100.0	0.0
Female, Total	105	100.0	75.3	20.0
Employed or Not In Labor Force	66	100.0	63.7	30.3
Unemployed, Total	39	100.0	94.8	2.6
Less Than 5 Weeks	19	100.0	94.8	0.0
More Than 5 Weeks	20	100.0	95.0	5.0

1/ Percentages may not add to 100.0, nonresponse not shown.

TABLE O

TYPES OF TRAINING DESIRED BY DROPOUTS, BY SEX, JUNE 1964

Case Study of Dropout Response

Training	Male	Female
Total	68	78
Business Management	4	--
Clerical	3	23
Secretarial	--	16
Sales	5	4
Beauty Work	--	8
Nursing	--	12
Other Services 1/	6	1
Mechanical Work	18	--
Construction Trades	10	--
Technical-Electronic	4	1
Other	4	1
Not Specified	14	12

1/ Protective and personal services.

TABLE P

CONTACT WITH THE EMPLOYMENT SECURITY DEPARTMENT

Case Study of Dropout Response

	Percent of Respondents		
	Total	Male	Female
Made Some Contact, Total	49.3	56.8	43.2
Type of Contact			
Work Application	40.6	48.9	34.0
Placed on Job	10.7	14.8	7.4
(Percent of Applicants)	(26.2)	(30.2)	(21.6)
Job Counseling	13.7	17.1	11.0
Testing 1/	9.1	3.4	13.7
Unemployment Compensation	8.6	15.9	2.8
Job Training	1.5	0	2.8

1/ Aptitude and proficiency tests.

METHODOLOGY

To achieve the most meaningful results from this survey of youth employment, the sample obtained had to reflect as nearly as possible the total population in both economic and social characteristics. A representative sample was secured in the following manner.

Careful attention was given to the selection of high schools to be included in the sample. Several criteria were used in making representative choices. Rural and urban differences, for example, were a consideration, as were size of family income and median years of education completed among adults in the community. Accordingly four schools from the state's three large metropolitan areas--Seattle, Tacoma, and Spokane--were chosen. Nine other schools, representing Washington's agricultural and lumber-producing areas, were included in the sample.

As an example of the close correlation between sample and population characteristics the Seattle sampling method can be cited. Here it was found that Queen Anne and Franklin high schools together provided the best cross-section of Seattle's population. In the areas served by these two schools, median family income by Census tract ranged from $4,701 to $11,816 and the midpoint was $6,960. For all census tracts in the city, the median ranged from $3,335 to $12,353 and the midpoint was $6,942. The median years of education completed by the adult residents in the two districts ranged from 8.9 to 12.9 within census tracts, with a midpoint of 12.3. For the city the range was 7.9 to 15.3 and the midpoint was 12.3. In addition, the population of ethnic groups in these two school areas was roughly comparable to the city-wide proportion.

To insure further that the sample obtained was representative, it was necessary to include as many in the sample as time and expense would allow. There was no magic percentage that guaranteed this desired quality. A "small" sample is adequate if it is representative. But the larger the sample, the greater its reliability.

There were approximately 33,500 graduating seniors in the 1961-1962 school year 1/. Of these, 4,012 graduates (or 12 percent) were surveyed. In addition, 726 of the approximately 6,500 dropouts (or 11 percent) during this school year were also sent questionnaires. The following schools were chosen to be part of the survey.

School	City
Queen Anne	Seattle
Franklin	Seattle
Mountlake Terrace	Mountlake Terrace
Auburn	Auburn
Lincoln	Tacoma
John Rogers	Spokane
Weatherwax	Aberdeen
R. A. Long	Longview
East High	Bremerton
Burlington-Edison	Burlington
Wenatchee	Wenatchee
Toppenish	Toppenish
Walla Walla	Walla Walla
Ephrata	Ephrata

A preliminary draft of the questionnaire and a letter requesting their cooperation was sent to the local superintendent and principal for each school selected. In addition, a letter from the State Superintendent of Public Instruction was mailed to each of these, urging them to cooperate in the survey.

The questionnaire was pre-tested by a small number of youth in the 18-20 year age group--mostly friends or children of department employees. Their comments proved valuable in clarifying the questionnaire. Mr. Ray Jongeward of the State Superintendent's office also provided valuable assistance in designing the questionnaire.

An alternate list was developed in case some of the schools could not participate in providing lists of recent graduates and dropouts. This turned out, however, to be no problem, since all schools promptly sent the necessary information.

1/ The 1961-1962 school year was chosen because it gave two years of possible labor force history and was recent enough to permit tapping relatively fresh memories.

The next step was the mailing of the questionnaires. An accompanying letter was sent explaining the purpose of the survey and stressing the urgent need for reliable information on the experience of youth in the labor market. About two weeks after the first mailing, another mailing was sent to those who had not yet responded. A total of 4,748 questionnaires were mailed originally and 2,727 in the follow-up.

As the questionnaires were returned, they were edited carefully to insure at least internal accuracy and consistency. Only in a few instances was it necessary to exclude from the survey any inadequately prepared forms. Codes were designed to reduce the answers on the returned questionnaires to a form in which they could be key punched onto cards. In most cases a simple numerical code was applicable. The answers involving occupations, industries, and desired types of job training posed some difficulties. Occupational classifications were made to conform, as closely as possible, with definitions in the Dictionary of Occupational Titles. Problems arose, however, when the occupations were incompletely described on the returned questionnaires. Determining skill levels was particularly difficult when answers such as "millworker" or "works in aircraft plant" were given. Vague answers such as these were assigned to the unskilled or to the miscellaneous category.

Industries were assigned two-digit Standard Industrial Classification Manual codes. This presented few problems, although some answers such as "office" or "manufacturing plant" of course could not be used. No readily adaptable system of classifying answers to a question on future training desires was found. Accordingly a list was made of the most frequently given answers. The number of different answers given turned out to be workably small.

The percentage responses from the mailings are interesting in themselves and are presented here.

	All Youth	Graduates	Dropouts
Letter Returned Unclaimed	14%	10%	35%
Usable Questionnaire Returned	55%	60%	27%
No Response From Either Mailing	31%	30%	38%

Percentage responses from other surveys of a similar nature often run as low as 20 percent. So the over-all return of usable forms, 55 percent, was very satisfactory. But note the disappointingly low rate of return of usable forms from high school dropouts. This is not so much because they chose not to participate in the survey. The rate of nonresponse among dropouts (38 percent) is greater than among graduates (30 percent). The significant fact, however, is that 35 percent of the letters sent to dropouts came back unopened because of such reasons as no forwarding address, whereas the rate for graduates was only 10 percent. Further inquiry into this matter revealed that the number of unclaimed letters is divided about equally between males and females. This indicates a higher degree of mobility among dropouts, but little else can be concluded regarding their movement from place to place. Of course, many of the males could not be contacted because they had joined the armed services. Because of the low rate of returns from dropouts it was felt that a parallel comparison with graduates would be invalid. Therefore, data on dropouts were treated in a separate section as a case study.

RECOMMENDATIONS

This survey of youth was to some extent an experiment and as such it provided valuable results beyond the data themselves. The benefits were largely in the form of what could be done differently next time on the basis of the experience gained from this foray into a relatively unknown area. In the following paragraphs, recommendations for improvement in the methodology will be discussed for the various phases of the study.

The Sample

With some changes in the questionnaire, an original sample about twice as large, up to 6,000, could have been handled with very little more clerical work. Little difficulty was encountered in obtaining graduate names and addresses from schools--most had pre-printed lists available--so the number of schools contacted could be easily increased. The graduate response of 60 percent was adequate, but the 27 percent response of dropouts was disappointingly low. It is unlikely that another survey would yield a better return. Furthermore, personal follow-up is too costly a method to bring the dropout returns up to a level comparable to the graduate returns. It is recommended, therefore, that the number of schools included be broadened to include (in a state the size of Washington, at least) 10,000 graduates. A 50 percent sample of these graduates should be contacted--but 100 percent of the dropouts. This would bring the dropout response to a level of comparability with graduates. It should be emphasized that the dropouts should be all dropouts during the school year, regardless of grade.

The Questionnaire

The questionnaire could be improved in a number of ways. One of the main problems was the vagueness of responses to questions on occupation and industry. Pre-listed industries and occupations would have not only simplified coding, but would have minimized the number of vague responses. However, it is felt that the

revised "Dictionary of Occupational Titles" soon to be released will eliminate many of the occupational coding problems.

The questions on training since high school should be more specific to include the name of the school or place of training and the specific course studied. A question, "If you are not currently taking training, did you finish the course?" should be included. The separation of college from other types of training should be made more definite.

Data on the type of work since high school did not differ greatly from that for the job now held. The section on labor force history partially answers the question. It may have been more fruitful to ask about the first job obtained after leaving school.

For the present job, the comments on pre-listed occupations and industry would apply. The wage rate should be phrased in terms of one unit, per week, preferably. Hours per week would also have been useful.

The table on labor force history should be extended to the current month; even though it partially duplicates other data, it is necessary for tabulating purposes. A separate break between college and other training should be included.

The question on willingness to undergo training might be expanded to ask "at your own expense?" and "for how long a period?"

More reasons for difficulty in finding work should be listed. Too frequently the "other" category was answered with "yes."

The information gained on father's occupation does not warrant its inclusion. There was little correlation between the father's occupation and that of the youth. Moreover, a surprising number seemingly had only a vague notion of their father's occupation. "Millworker" was a common response--which could have meant anything from laborer to skilled mechanic.

Timing of the Survey

Two years after graduation did not appear to be too long a time to tax memories nor was mobility, at least of the graduates, a serious factor. It may have been more fortuitous to survey in July or August to get a better picture of the third summer of work for those attending school.

Consideration might be given to pre-planning for the survey two years in advance. This would involve a brief mail contact with the prospective sample around graduation time, indicating interest in their future and telling of plans to survey them in two years. Special procedures may have to be taken in the case of dropouts during the year. A few brief questions on personal characteristics on school background could be included. Here the cooperation of the school would be mandatory to achieve 100 percent returns.